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ARMED FORCES 1996 EQUAL OPPORTUNITY SURVEY: ADMINISTRATION, DATASETS, AND CODEBOOK

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ARMED FORCES 1996 EQUAL OPPORTUNITY SURVEY: ADMINISTRATION, DATASETS, AND CODEBOOK

Executive Summary

At the request of the Under Secretary of Defense for Personnel and Readiness, the Defense Manpower Data Center (DMDC) conducted the first Joint-Service survey to assess active-duty service members' perceptions of fair treatment and equal opportunity (EO). After an extensive survey development process, the 16-page *Equal Opportunity Survey* (*EOS*) was administered from September 1996 through February 1997. It was fielded to a nonproportional stratified random sample of 76,754 Service members in the Department of Defense (DoD) and Coast Guard. The response rate was 53%, which is typical for large-scale surveys of DoD military personnel. This codebook documents survey development, sample construction and allocation, survey-administration procedures, and datasets that resulted from the survey.

The survey's items can be grouped broadly into several categories: workplace and job satisfaction; career issues; types, frequency, and effects of personal and work experiences related to race/ethnicity; use of and satisfaction with the complaints process and outcomes; opinions about personnel policies and programs; interpersonal relations of service members from different races/ethnicities; and members' views of EO in the military now, 5 years ago, and in the civilian sector. Because of the unique nature of this research, survey items could not be readily adopted from scales that have appeared in the civilian research literature.

Data were collected by mail with procedures designed to maximize response rates. Starting in August 1996, an introductory letter explaining the survey and soliciting cooperation was sent to members. The introductory letter was followed about six weeks later by a package containing the questionnaire and instructions for completing and returning the survey. A second letter was sent to thank individuals who had already returned the questionnaire and to ask those who had not to complete and return it. At approximately four weeks and eight weeks after the initial survey mailing, second and third questionnaires with letters stressing the importance of the survey were mailed to individuals who had not responded to previous mailings.

The population of interest for the 1996 *EOS* consisted of all active-duty Army, Navy, Marine Corps, Air Force, and Coast Guard members (including Reservists on full-time duty) below the rank of admiral or general, with at least six months of service. The sampling frame included only those members who were on active duty in April 1996, with final eligibility conditional on also being on active duty in June and September 1996.

Nonproportional stratified random sampling procedures were employed to ensure adequate sample sizes for subgroups of particular interest; thus, ethnic minorities were oversampled relative to their presence in the overall military population. The sampling design considered requirements for analyses by Service; gender; racial/ethnic group membership (Hispanic, non-Hispanic Black, non-Hispanic White, Asian/Pacific Islander, and Native American/Alaskan Native); paygrade; location (US, Europe, Asia/Pacific Islands); and the density in duty occupations of Blacks, Hispanics, and total minorities. The design oversampled

minority racial/ethnic group members to ensure adequate sample sizes for comparisons among subgroups.

The initial sample for the *EOS* consisted of 76,754 individuals, of whom 73,496 were ultimately determined to be eligible members of the target population. When the survey fielding closed in February 1997, usable surveys had been received from 39,855 Service members. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 53%. Complete details of the sample design and response rates for each race/ethnicity and paygrade category are reported in Wheeless, Mason, Kavee, Riemer, and Elig (1997).

Data were weighted to reflect the population of interest. The weights reflected (a) the probability of selection for that member, (b) a nonresponse adjustment to minimize bias arising from differential response rates among demographic subgroups, and (c) a poststratification factor for September 1996—the month in which the questionnaire was first distributed.

Care was taken in the preparation of analysis files. These files balance two needs: public access to data with sufficient information for accurate estimates versus participants' and nonparticipants' rights to privacy and anonymity.

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ARMED FORCES 1996 EQUAL OPPORTUNITY SURVEY: ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

In 1996-97, the Defense Manpower Data Center (DMDC) conducted the first Joint-Service survey to assess active-duty service members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity (EO) in the Department of Defense (DoD) and Coast Guard. The 16-page *Equal Opportunity Survey* (*EOS*) also allowed service members to indicate whether or not they or their family members experienced racial/ethnic insensitivity, harassment, or discrimination. The survey also elicited opinions on topics such as the EO complaint process, leadership commitment to EO, EO training, and EO progress in the military and across the nation. This codebook documents survey development, sample construction and allocation, survey-administration procedures, and datasets that resulted from the survey.

The Census Bureau (1996) estimated that by the year 2005, Whites will comprise 70% of the population compared to 74% in 1995; Hispanics will comprise 13% versus 10%; Asians/Pacific Islanders will be 4% versus 3%; and Blacks will remain at approximately 12% of the population. Accompanying this increasing heterogeneity are differing views about the extent to which discrimination is present in society. Research shows that there continues to be a divergence in the perceptions of Whites and Blacks regarding the presence of discrimination (Gallup, 1997). Whites have consistently been more optimistic than Blacks regarding the achievement of racial equality; conversely, Blacks have been more likely than Whites to indicate the continuing presence of racial discrimination (Hochschild, 1995). Researchers studying military personnel issues have also found that White and Black service members had different perceptions of EO (Moskos & Butler, 1996) and that Blacks were more likely than Whites to perceive discrimination against minorities (Dansby & Landis, 1991).

Increasing racial/ethnic heterogeneity in society, along with discrepant perceptions of EO by Whites and Blacks, underscores the importance of understanding obstacles to fair treatment and equal opportunity in the military. Civilian leaders and organizations have called for an examination of progress toward EO goals, the obstacles that remain, and the need for new approaches to address existing inequities. In 1997, President Clinton established the Advisory Board to the President on Race. In his remarks to introduce the Board, the President noted that its primary purpose is "launching a nationwide, honest discussion...that will lead to specific recommendations for further actions."

DoD has long been concerned with racial/ethnic issues and the development of policies and programs to ensure equal opportunity without regard to race or ethnicity. Military EO achievements are considerable and have been recognized widely. In their report to the President, Stephanopoulos and Edley (1995) noted the "significant progress" in EO made by the military. Recently, Patterson's (1997) book, *The Ordeal of Integration*, praised the military for its progress

in EO, citing it and particularly the Army as "a virtual model of successful race relations for the civilian community."

In addition to these ongoing efforts to address racial/ethnic issues in the military, senior leaders continue to seek ways to better understand climate and racial/ethnic relations in the military to ensure fair treatment and equal opportunity. One such means is by obtaining empirical data and using those data for policy formulation and review. In January 1994, the Under Secretary of Defense for Personnel and Readiness asked DMDC to develop and field a survey to assess racial/ethnic issues.

The administration of the *EOS* is yet another benchmark in DoD's history of leadership in the EO arena. Scarville, Button, Edwards, Lancaster, and Elig (in preparation) provide a brief review of major EO events in the military's history that helps to establish a context for understanding the *EOS* questionnaire and findings. This context is established by discussing watershed events that occurred between 1948 and 1990, reviewing recent initiatives to monitor and enhance military EO, describing Service-specific surveys that address EO, and listing the events and legislation that led to the *EOS*.

Method

Survey Instrument

A copy of the 16-page, 81-question (some with multiple items) *EOS* is provided in Appendix A. The survey's EO items can be grouped broadly into five categories: types, frequency, and effects of racial/ethnic incidents; characteristics of the complaints process; opinions about personnel policies and programs; interpersonal relations of service members from different races/ethnicities; and comparisons of EO in the military now to EO in the military 5 years ago and to the civilian sector. In addition to addressing EO-related issues, the survey included questions about demographics, identification with and commitment to the organization, career issues, characteristics of the workplace, and job satisfaction.

Because of the unique nature of this research, only the organizational commitment items (Mowday, Steers, & Porter, 1979) could be adapted from scales that have appeared in the civilian research literature. Other *EOS* items were adopted, adapted, or generated from one or more of the following sources:

- surveys conducted by individual Services, the Status of the Armed Forces Surveys: 1995 Form B—Gender Issues (Edwards, Elig, Edwards, & Riemer, 1997), and surveys from the Canadian and Australian militaries,
- reports from the House Armed Services Committee Staff Task Force (1994), DEOC (1995), GAO (1995; 1996), and the Department of Labor's Glass Ceiling Commission (1995),
- concerns identified by DoD policy officials and personnel from the Services' EO, survey-administration, or Inspector General offices,
- policy statements and EO procedures issued by DoD and the Services,
- personal interviews with officials of organizations representing minority-group members in the military (Air Force Cadet Officer Mentor Action Program, Association of Naval Service Officers, National Naval Officers Association, and ROCKS),
- telephone or personal interviews with representatives of public and private organizations that monitor EO (American GI Forum, Civil Rights Commission, Equal Employment Opportunity Commission, IMAGE, League of United Latin American Citizens, NAACP, National Council of La Raza, National Urban League, and Office of Personnel Management),
- inputs from academicians with EO expertise, and
- focus groups conducted with military personnel similar to those in the sample.

Because focus group research played such a significant role in the development of the *EOS* instrument, it warrants in-depth discussion. The large number of new and modified items in the *EOS* required developing and pretesting numerous iterative versions of the questionnaire. A total of 305 military members participated in the more than 30 focus groups that were conducted at nine installations located throughout the United States. To ensure the applicability of the items for the population of inferential interest, versions of the survey were pretested on members from all five Services. The layout of the surveys used in the pretests closely approximated that found

in the final instrument. The focus groups were conducted in groups of 7 to 12 members from a single Service. Almost all focus groups were homogeneous with regard to race/ethnicity and organizational level (e.g., Black officers, White junior enlisted personnel, and Hispanic senior enlisted personnel). To provide an atmosphere optimally conducive to exchanging views, focus groups were almost always conducted by an individual who was of the same racial/ethnic group as the members of the focus group.

In the 1- to 2-hour focus group sessions, participants were asked to imagine that they had received the survey in the mail and to complete it accordingly. Also, participants were instructed to write notes on the survey where they had concerns about items, alternatives, or instructions so that these issues could be discussed after the survey was completed. Survey completion typically took from 35 to 50 minutes. After everyone had completed the survey, the focus group facilitator reviewed the instrument section-by-section, asking for specific comments on each section. Special attention was paid to the section on harassment and discrimination to see if the focus group members felt that the items covered the range of what might be experienced and were realistic examples of experiences. For other portions of the survey, facilitators probed to see if all respondents were interpreting the instructions, items, and contexts similarly. After the section-by-section review was completed, focus group participants were asked to give general comments about the survey (e.g., survey length and whether respondents would feel free to answer the questions honestly). At the end of the session, facilitators gathered questionnaires to preserve the notes that participants had written.

A DMDC researcher debriefed the facilitators to identify problems and recommendations for revisions. The concerns were incorporated into the next version of the survey. In subsequent focus groups, facilitators probed to determine whether the implemented changes had corrected the problems or whether additional modifications were warranted.

Sample

Overview

The population of inferential interest for the *EOS* consisted of all active-duty Army, Navy Marine Corps, Air Force, and Coast Guard members (including Reservists on active duty) below the rank of admiral or general, with at least six months of service. Flag and general officers were excluded because they are such a small group that their confidentiality could not be assured. The sample frame included only those members who were on active duty in April 1996, with eligibility conditional on also being on active duty in June and September 1996.

The initial sample for the *EOS* consisted of a nonproportional stratified random sample of 76,754 individuals, of whom 73,496 were ultimately determined to be eligible members of the target population. The sampling design considered requirements for analyses by Service; sex; racial/ethnic group membership (Hispanic, non-Hispanic Black, non-Hispanic White, Asian/Pacific Islander, and Native American/Alaskan Native); paygrade; location (US, Europe, and Asia/Pacific Islands); and density in duty occupations of Blacks, Hispanics, and total minorities. The design oversampled minority group members to ensure adequate sample sizes

for comparisons among racial/ethnic subgroups. Details of the sample design and expected precision levels were reported by Wheeless, Mason, Kavee, Riemer, and Elig (1997) and are summarized below.

Stratification Variables

The sampling frame was constructed using four stratification variables: Service, paygrade, race/ethnicity, and duty location. Since in-depth documentation of the sample stratification, selection, and weighting is reported by Wheeless et al. (1997), only the general levels of the stratification variables are reviewed here.

Service has six levels of stratification: Army, Navy, Marine Corps, Air Force, Coast Guard, and members of the National Guard and Reserves in active-duty assignments for 179 days or more (e.g., AGR/TARs programs). The paygrade variable constructed for stratification has five levels: E1-E3, E4, E5-E6, E7-E9, and officers (WO1-WO5 and O1-O6). Race/ethnicity has six levels: non-Hispanic White, non-Hispanic Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native, and Other. The duty location variable has two levels: US (a duty station in any of the 50 states or the District of Columbia) and Overseas.

Cell sizes were too sparse in some cases for the fully crossed stratification. For this reason, location was collapsed within the Marine Corps, Coast Guard, and AGR/TARs. Some enlisted categories also had to be collapsed within the Coast Guard and AGR/TARs. In no case was it necessary to collapse sampling strata across race/ethnicity. Table B-2 in Wheeless et al. (1997) shows the final sampling strata.

Constructing the Frame and Drawing the Sample

DMDC's April 1996 Active Duty Master File (ADMF) and DMDC's April 1996 Reserve Components Common Personnel Data System (RCCPDS) provided information for developing the sampling frame, constructing strata, and determining the sample size and allocation[1]. The

[1] DMDC builds the ADMF and RCCPDS from files submitted by the Services and applies edit routines to create common data elements and correct known deficiencies when possible. Like any large central database fed by multiple inputs, these central personnel files contain missing data and errors. Data problems are most prevalent with variables that change frequently (e.g., location) or are not critical for individual outcomes such as assignments or promotions (e.g., race and ethnicity). For most of the members in current files, race and ethnicity data elements are not self-reported and may never be reviewed by the member for accuracy or to reflect changes in their self-perception. The race and ethnicity of enlisted members are first entered in administrative records from the enlistment application (DoD Form 1966) which is typically completed by a recruiter. Race and ethnicity may be determined by the recruiter by observation or by asking the individual. The Services differ in the extent to which they require periodic personal reviews of personnel files and whether race and ethnicity are elements that are reviewed. The Services also differ in the coding. For example, the Coast Guard does not use a code for Other and forces an assignment to one of the five racial/ethnic categories, while the four DoD Services have procedures which allow a varying percentage of their personnel to be in the Other category. A problem with these personnel files is that Hispanics are under-reported by approximately half when administrative record data are compared to survey self-reports that have been gathered using items based on those used in the 1990 Decennial Census.

previously specified operational definition of the population resulted in a sampling frame with 1,573,663 members.

A nonproportional stratified random sample of 76,754 members was selected to receive the *EOS*. The design oversampled minority group members to ensure adequate sample sizes for comparisons among racial/ethnic subgroups.

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy officials. These reporting domains were defined by using the 14 demographic factors shown in Table 1. For three demographic characteristics, multiple versions of variables were created that differed in the level of detail. More detailed variables were used to define domains for analyses at the DoD level than were used to define domains within the five Services. For example, at the DoD-level domains were defined by crossing Paygrade Grouping 1 and Race/Ethnicity Grouping 1 (without the Other category); whereas within-Service domains were defined by crossings of the less detailed Paygrade Grouping 2 and Race/Ethnicity Grouping 3.

The demographic characteristics used for the domain factors are similar to those used for the stratification with the addition of three variables derived from members' duty occupations. Three occupational minority density indexes were created for this survey; they were based on the percentage of Blacks, Hispanics, and all minorities in a DoD occupational group—a general family of military occupational specialties (see Department of Defense, 1993, for a list of occupations and codes). The percentage of each subgroup in each 2-digit occupational group was determined using the April 1996 ADMF. Separately for officers and enlisted, the occupations for each racial/ethnic subgroup were rank ordered based on the percentage of Blacks, Hispanics, and all minorities. A median split was then used to create three sets of occupational classes based on minority density as shown in Table 2: high versus low Black density, high versus low Hispanic density, and high versus low total minority density. Appendix B contains the full listing of occupational groups in each class. Although a median split was used in sample planning, Appendix B shows the sextiles that are contained in the analytic variables available on the dataset.

Next, researchers determined the number of people who would be sampled for each stratum using a sample-planning tool developed for DMDC (Kavee & Mason, 1997). A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory is used in the sample-planning tool to determine an optimized sample size and allocation—a sample that would achieve at minimal cost the precision levels required for each analytic domain. The Kuhn-Tucker solution provides an optimal solution to satisfy precision constraints (e.g., $\pm$ 5 percentage points) imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy officials. Table B-1 in Wheeless et al. (1997) lists the final set of domains on which precision constraints were imposed that determined the final sample design—for other domains under consideration, precision requirements were met coincidentally with meeting these most difficult to satisfy constraints.

Table 1.
Factors Defining Key Reporting Domains

Factors	Levels
Black Density	High Density
	Low Density
Ethnic Group	Mexican
	Puerto Rican
	Cuban
	Latin American
	Other Hispanic Descent
	Aleut
	Eskimo
	North American Indian
	Chinese
	Japanese
	Korean
	Indian
	Filipino
	Vietnamese
	Other Asian Descent
	Melanesian
	Micronesian
	Polynesian
	Other Pacific Island Descent
	Other/None
	Guamanian
Gender	Male
	Female
Hispanic Density	High Density
	Low Density
Minority Density	High Density
	Low Density
Paygrade Group 1	E1 to E3
	E4
	E5 to E6
	E7 to E9
	WO1 to WO5 & O1 to O3
	O4 to O6
Paygrade Group 2	E1 to E3
	E4
	E5 to E6
	E7 to E9
	W1 to O6

Table 1. (Continued)

Factors	Levels
Paygrade Group 3	E1 to E4 E5 to E9 W1 to O6
Race/Ethnicity 1	non-Hispanic White non-Hispanic Black Hispanic Asian & Pacific Islander Native American & Alaskan Native Other
Race/Ethnicity 2	non-Hispanic White non-Hispanic Black Hispanic Asian & Pacific Islander Native American, Alaskan Native & Other
Race/Ethnicity 3	non-Hispanic White non-Hispanic Black Hispanic Asian, Pacific Islander, Native American, Alaskan Native, & Other
Region 1	US Europe Asia & Pacific Islands Other
Region 2	US Overseas
Service/Component	Army Navy Marine Corps Air Force Coast Guard AGR/TARs

Source: Wheeless et al. (1997)

Table 2.
Ranges of Subgroup Density in Occupational Classes Used to Define Sampling Domains

Racial/Ethnic Group	Percent of Racial/Ethnic Subgroup within an Occupational Class			
	Officers		Enlisted	
	Low Group	High Group	Low Group	High Group
Total minorities	0.0%-14.8%	14.9%-38.0%	8.4%-34.9%	34.0%-55.0%
Black	0.0%- 9.0%	9.1%-26.0%	2.2%-22.9%	23.0%-39.0%
Hispanic	0.0%- 3.0%	3.1%- 8.0%	2.2%- 6.9%	7.0%- 10.0%

Respondents

Overview

When the survey fielding closed in February 1997, usable surveys had been received from 39,855 Service members. Another 3,258 individuals were determined to be ineligible because they had separated from military service after the sample frame was constructed. After making adjustments in accordance with industry standards (Council of American Survey Research Organizations, 1982) for eligibility and differential sampling rates across the various subgroups, the response rate was 53%.

Individuals for whom response status and eligibility were determined were weighted to ensure that the answers from respondents represented the population of interest. The weights reflected (a) the probability of selection for that member, (b) a nonresponse adjustment to minimize bias arising from differential response rates among demographic subgroups, and (c) a poststratification factor for September 1996—the month in which the survey form was first distributed. Summing across all 43,113 individuals for whom response status and eligibility were determined, the final weights summed to 1,554,870—the number of service members on active duty (including Reservists) below the rank of admiral or general in September 1996. Summing the final weights across the 39,855 eligible respondents gives a weighted estimate that 1,379,983 of these members had been on active duty at least six months and were thus eligible for the survey. Details of determining response rates and calculating nonresponse adjustments were reported by Wheeless et al. (1997) and are summarized below.

Table 3 shows the demographic characteristics[2] of the 39,855 respondents, while Table 4 shows the population estimated by these respondents. In line with the sampling plan, minorities are 73% of the respondents but are weighted to estimate 33% of the population.

[2] The demographic characteristics in these tables are primarily based on survey self-reports; and to varying extents, they differ from similar variables on the administrative files.

Table 3.
Respondents

	Hispanic	Non-Hispanic					Total	
		White	Black	Asian & Pacific Islander	Native Am. & AK Nat.	Unknown		
Total Force	10,147	10,630	8,799	7,453	2,673	153	39,855	100%
	25%	27%	22%	19%	7%	0%	100%	
Army	3,601	3,058	3,951	2,229	988	83	13,910	35%
Navy	2,101	2,362	1,407	2,309	431	13	8,623	22%
Marine Corps	1,509	1,364	1,003	801	448	16	5,141	13%
Air Force	2,040	2,825	1,838	1,769	637	41	9,150	23%
Coast Guard	896	1,021	600	345	169	0	3,031	8%
Junior Enlisted (E1-E4)	2,802	2,505	1,530	1,689	984	44	9,554	24%
Senior Enlisted (E5-E9)	3,453	4,380	3,774	2,422	1,146	83	15,258	38%
Junior Officers (Warrants, O1-O3)	2,570	2,140	2,279	2,281	327	18	9,615	24%
Senior Officers (O4-O6)	1,322	1,605	1,216	1,061	216	8	5,428	14%
Male	8,856	9,387	6,977	6,367	2,167	135	33,889	85%
Female	1,291	1,243	1,822	1,086	506	18	5,966	15%
US - North	837	1,388	803	556	271	18	3,873	10%
US - South	3,976	4,338	4,408	2,219	993	58	15,992	40%
US - West	2,621	2,638	1,501	2,621	804	44	10,229	26%
Europe	1,035	1,068	1,012	646	262	16	4,039	10%
Asia & Pacific	959	875	756	1,244	252	14	4,100	10%
Other	719	323	319	167	91	3	1,622	4%

Table 4.
Weighted Estimates of the Eligible Population

	Hispanic	Non-Hispanic					Total	
		White	Black	Asian & Pacific Islander	Native Am. & AK Nat.	Unknown		
Total Force	127,543	927,270	262,149	46,521	14,399	2,100	1,379,983	100%
	9%	67%	19%	3%	1%	0%	100%	
Army	46,791	272,723	120,246	11,755	5,135	1,120	457,770	33%
Navy	34,123	251,694	63,913	21,075	3,256	318	374,380	27%
Marine Corps	19,968	101,264	22,754	2,962	2,352	84	149,384	11%
Air Force	24,257	275,016	53,156	10,080	2,959	578	366,047	27%
Coast Guard	2,405	26,572	2,080	649	696	0	32,403	2%
Junior Enlisted (E1-E4)	57,812	312,700	88,272	16,265	6,676	739	482,465	35%
Senior Enlisted (E5-E9)	58,285	413,420	155,345	22,951	6,329	1,166	657,494	48%
Junior Officers (Warrants, O1-O3)	7,807	115,547	12,275	5,463	870	133	142,096	10%
Senior Officers (O4-O6)	3,639	85,604	6,258	1,842	523	62	97,928	7%
Male	111,664	814,996	202,858	39,822	12,236	1,847	1,183,423	86%
Female	15,879	112,274	59,292	6,699	2,163	253	196,559	14%
US - North	9,774	111,929	22,126	3,540	1,582	286	149,238	11%
US - South	51,760	404,061	131,093	13,606	5,587	753	606,859	44%
US - West	39,162	254,549	50,268	19,104	4,189	623	367,894	27%
Europe	9,904	70,924	28,396	2,885	1,102	202	113,413	8%
Asia & Pacific	10,601	62,625	20,978	6,394	1,300	162	102,060	7%
Other	6,342	23,183	9,289	992	639	74	40,518	3%

Determining Response Status

Table 5 shows the number of sample members selected for the survey, the numbers determined to be ineligible by administrative record data and by self-report, the number not located, and the number of non-respondents. The first row of Table 5 shows that a worldwide sample of 76,754 was selected from a population of 1,573,663 active-duty DoD and Coast Guard members. This population total is the actual frame count and the base weights of the sample sum to this amount. With the exception of the frame-based population total of 1,573,663, numbers in the population columns are estimated from the sample. The percentages shown for the population are the weighted estimates of the counts that would have occurred if the entire population had been selected for the sample—they differ from the percentages shown for the sample because the sample was not drawn in proportion to the population.

Losses from the sample are displayed hierarchically in Table 5. When personnel fit into more than one loss category, the sampled members were assigned to the loss category appearing first in the table. For example, if an individual was ineligible because both the personnel files and the individual self-report indicated that the individual was no longer in the military, the sample member was assigned to the "Separated from Service (master files)" category rather than to the "Self-reported ineligibility" category.

A total of 3,258 (4%) of the members was lost from the sample because of ineligibility. Most ineligibility losses (3,075) occurred when eligibility status and mailing addresses were updated with the end of September 1996 (October 17, 1996 file) Defense Enrollment Eligibility Reporting System (DEERS) files[3]. The remaining ineligibility losses (183) occurred when people either sent a letter or fax to Data Recognition Corporation (DRC), the operations contractor, to indicate that they were ineligible (Self-reported ineligibility). Of the DEERS ineligibility losses, most occurred because the member was not shown as being on active duty; only a handful of members were coded ineligible for other reasons such as death, incarceration, or hospitalization. Elimination of the 3,258 known ineligibles resulted in decreasing the eligible sample to 96% (n = 73,496) of the drawn sample size.

Slightly more than 1% (n = 1,094 of 76,754) of the drawn sample was lost because the sampled members could not be located. Personnel records for this 1% of the sample had either an incomplete or out-of-date address, and other steps designed to obtain addresses were not fruitful. Sending surveys to military personnel is complicated because military personnel are very mobile. Relative to their counterparts in most civilian organizations, military personnel move much more frequently, often to or from foreign locations. This fact, coupled with the size of the military, makes it difficult to maintain up-to-date addresses. As a result, an elaborate

[3] The database for the sample was constructed using information from the April 1996 ADMF and RCCPDS. Information in the database included social security numbers, names, addresses, eligibility status, stratification variables, etc. The names and social security numbers were then used to verify the eligibility and addresses of the sampled members at the time of the first survey mailing against the data in a more current but less readily accessible database, the September 1996 DEERS.

Table 5.
Frequency Counts and Percents of the Final Usable Sample Relative to the Drawn Sample

	Sample counts		Weighted estimates of population	
	n	%	n	%
Drawn sample	76,754		[a]1,573,663	
Separated from Service (master files)	-3,075	4.0%	-74,528	4.7%
Self-reported ineligible	-183	0.2%	-4,736	0.3%
Total: Ineligible	-3,258	4.2%	-79,265	5.0%
Eligible sample	73,496	95.8%	1,494,398	95.0%
Total not located	-1,094	1.4%	-20,636	1.3%
Located sample	72,402	94.3%	1,473,763	93.7%
Requested removal from survey mailings	-77		-1,836	
Returned blank	-107		-2,750	
Skipped key questions	-122		-2,349	
Did not return a survey	-32,241		-681,275	
Total: Nonresponse	-32,547	42.4%	-688,209	43.7%
Usable responses	39,855	51.9%	785,554	49.9%

Notes. Percentages reported for usable responses represent the yield of usable responses from the survey procedures, but are not responses rates as typically reported for surveys.

[a] This is both the population frame count and the sum of base weights from the sample.

address-update procedure was developed to minimize the number of people who would be lost from the survey because of outdated addresses. These procedures were more elaborate than those used the previous year for the *1995 DoD Sexual Harassment Survey* (Edwards, Elig, Edwards, & Riemer, 1997) and resulted in cutting the non-locatables from approximately 5% to 1%.

Seventy-seven respondents contacted the operations contractor (by mail, fax, or telephone) and asked to have their names removed from the survey-mailing list. Another 107 people returned surveys that were entirely blank. A third group of 122 returned surveys, but they left key items blank. Partially completed surveys were treated as nonresponses if the respondent did not complete any of the items in Questions 29-31.

All sampled members who (a) were not assigned to an earlier loss category and (b) did not return a usable survey were placed in the category, "Did not return a survey." This nonresponse group (n = 32,547) was composed of those individuals who had been sent at least one survey without it being returned to DRC and for whom no information (on ineligibility or a completed survey) had been obtained.

At the conclusion of the survey fielding, 39,855 eligible personnel had returned usable questionnaires.

Location, Completion, and Response Rates

Varying operational definitions of response rates can lead to problems when interpreting the results of a survey. To lessen this problem, the Council of American Survey Research Organizations (CASRO, 1982) recommended guidelines for standardizing the operational definitions of response rates. Beginning in 1995, DMDC standardized its methods for calculating response rate and completion rate, using procedures closely patterned after those advocated by CASRO. More specifically, the new DMDC procedures most closely follow CASRO's Sample Type II design.

As discussed by CASRO, the overall response rate has two components: the rate at which individuals can be located (*location rate*) and the rate at which located individuals complete the survey (*completion rate*). CASRO recommended that nonrespondents for whom eligibility has not been determined be distributed to eligibility and ineligibility status using the eligibility rate among those for whom a determination could be made. In the *EOS*, an assumption has been made that all master file ineligibles were identified and therefore are excluded from the ineligibility rate used to estimate unidentified ineligibles. Based on the proportion of self-reported ineligibles (138) found among responding sample members, 0.4% of the 1,094 nonlocatables, or 5 nonlocatables, were estimated to be ineligible and 0.4% of 32,241, or 146 of sample members with no survey return were likewise estimated to be ineligible. CASRO-adjusted located and adjusted eligible sample counts are shown in Table 6, and the CASRO-compliant location, completion, and response rates are defined as shown in Table 7.

Unweighted (observed) rates are useful for some purposes; however, to gauge the rate of participation among the target population more accurately, weighted response rates are needed.

Weighted rates also have the advantage of being comparable among surveys that use different sampling methods. Because weighted rates adjust for each sample member's probability of selection, they yield rates that apply to a simple random sample. The biasing effects of other sampling strategies (e.g., oversampling and cluster sampling) are eliminated when weighted rates are used. For these reasons, weighted response rates are typically preferable to unweighted response rates. The weighted rates for the *EOS* are presented in Table 7.

The weighted response rate for this survey is estimated at 52.7%, not much lower than 53.4% for the 1995 *Sexual Harassment Survey (SHS) Form B* when the rates for that survey are calculated in the same way as used for the *EOS*. Comparison of these single numbers does not, however, tell the full story. The location rate for *EOS* (98.6%) is higher than the location rate for *SHS Form B* (93.8%) while the completion rate for *EOS* (53.4%) is lower than the completion rate for *SHS Form B* (57.0%). The greater expense put into locating respondents for the *EOS* did not fully compensate for the lower propensity of the population to complete the *EOS*.

Table 6.
CASRO-adjusted Located and Eligible Sample Counts

	Sample	Weighted estimates of population
CASRO adjustments to eligible count		
Eligible sample	73,496	1,494,398
Estimated ineligible of those not located	-5	-123
Estimated ineligible of those who did not return a survey	-146	-4,048
Adjusted eligible sample	73,345	1,490,227
CASRO adjustments to located count		
Located	72,402	1,473,763
Estimated ineligible of those who did not return a survey	-146	-4,048
Adjusted located sample	72,256	1,469,717

Note. The adjustments follow the CASRO approach of projecting the observed ineligibility rate onto sample members who are not located or are non-respondents.

Table 7.
Location, Completion, and Response Rates

Type of Rate	Computation	Observed Rate	Weighted Rate
Location rate	Adjusted located sample / Adjusted eligible sample	98.5%	98.6%
Completion rate	Usable responses / Adjusted located sample	55.2%	53.4%
Response rate	Usable responses / Adjusted eligible sample	54.3%	52.7%

Note. The rates in this table are computed from the information in Tables 5 and 6.

Survey Materials and Their Distribution

Data were collected by mail with procedures designed to maximize response rates. A total of 355,965 pieces of mail were sent in 43 separate batches to the sample members. All eligible sample members could have received up to five different mailings: a notification letter, a wave 1 letter and survey, a reminder/thank-you letter, a wave 2 letter and survey, and a wave 3 letter and survey. The 4.5" x 9.5" window envelopes for the notification and reminder/thank-you mailings contained only a letter. The 9" x 12" window envelopes for the other three mailings included a cover letter, a survey, and a folded pre-addressed business-reply envelope.

This section describes the letters that were sent to the respondents and the procedures used to distribute the mailings. The procedures included developing a relational database to monitor all data transactions, establishing a process for updating addresses, and conducting multiple mailings for each of the five possible times that a respondent could be contacted.

Letters

DMDC provided DoD and Coast Guard officials with a draft set of five letters—one for each of the five different mailings. These letters contained information describing why the survey was being conducted, how the information would be used, and why participation was necessary. DoD and Coast Guard officials modified the five core letters to reflect points that the officials wanted to stress. Thus, the final text of the DoD letters differed from the final text used in the Coast Guard letters. (See Appendix C for a copy of the letters.)

All letters to DoD personnel included Edwin Dorn's reproduced signature and the letterhead for his position: Under Secretary of Defense (Personnel and Readiness). All letters to Coast Guard personnel included W. R. Somerville's (Chief, Office of Civil Rights) reproduced signature and the letterhead for the Commandant, United States Coast Guard. Both DoD and Coast Guard letters included letterhead and signature printed in blue.

The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each member by his/her general or specific rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation "Dear Petty Officer Smith." Similarly, an Army O3 named Jones would have received a letter starting "Dear Captain Jones."

Survey Control System (SCS)

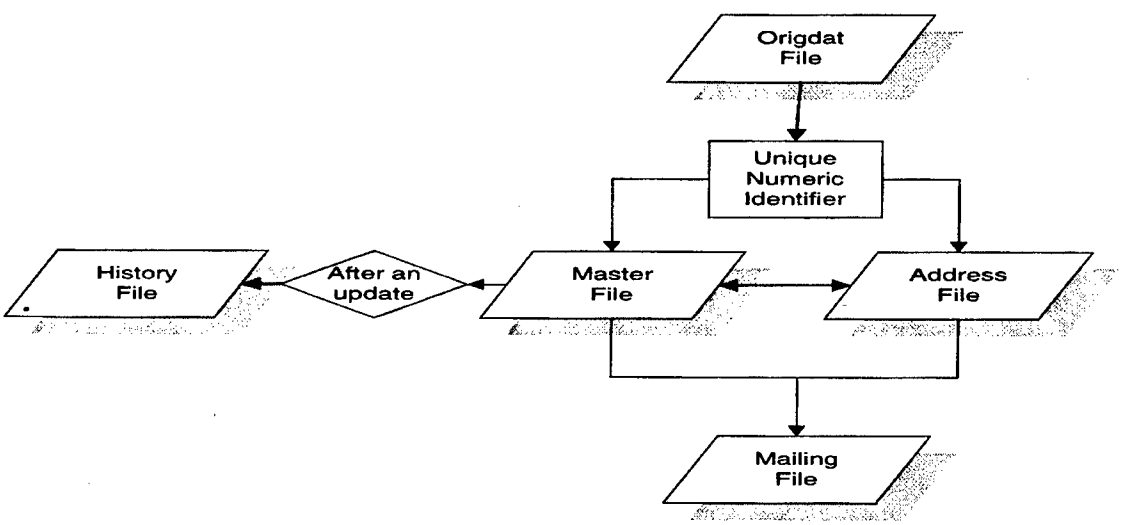
The SCS[4] was used to manage and monitor the data collection process and to track all data transactions over the course of survey administration. The datasets in the SCS contain the

[4] In this document, the term *SCS* refers to the set of data files as well as the program or operating system which maintains those files.

names and addresses of sample members, but do not contain any data obtained with the survey instruments. Because of privacy concerns, SCS datasets are not available for public release.

DRC used the SCS to store and update project data, monitor mailings, respond to documents returned as postal nondeliverable (PND), and determine survey participation and eligibility status. The SCS was a relational database consisting of five SAS[5] datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. Figure 1 displays the interrelationships among those datasets. Information in these relational datasets is linked by DMDC_ID, a unique individual record number that DMDC assigned to each sample member when the sample was drawn.

Figure 1.
Survey Control System



ORIGDAT file. The ORIGDAT file is a SAS version of the original sample file that DMDC sent to DRC. It consists of 76,754 records—one for each member in the drawn sample. The ORIGDAT file contains the original sample file that DMDC supplies, plus variables DRC creates for survey control and administration. Among other information, each ORIGDAT record includes DMDC_ID, member name, paygrade, and up to two addresses: residential and unit/office. As the file was converted into a SAS dataset, the SCS generated a unique identifier, or INRECNO, for each record in ORIGDAT. The ORIGDAT file remained otherwise untouched throughout survey administration except for adding updated information from DMDC on eligibility and addresses; all further transactions, updates or changes to individual records occurred within the four related datasets described in detail below.

[5] SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

ADDRESS file. The ADDRESS file tracked the multiple addresses that were maintained for each sample member. ADDRESS contains one record for each address for each sample member. For example, if five addresses were located for one sampled individual, that individual has five separate records in the ADDRESS file. ADDRESS records were created as new information was located. Each record includes the individual's INRECNO, DMDC_ID, home or unit address, the source of the address (e.g., supplied in the original file, telephone call, or the postal service), an address priority code, the date that the address was loaded into the system, and the address number (the sequential order of receipt of the address for a particular sample member). For example, if a sample member has one address record in the ADDRESS file, the address number for that record is "one." If the same individual later faxed a change of address or a credit bureau supplied an update, the new address was added to the ADDRESS file and assigned the next available sequential address number for that individual. The sequential address number assigned to a given address for an individual did not fluctuate with changes in addresses caused by updating efforts.

Each address in the ADDRESS file was assigned not only a sequential number but also a priority. The priority is unrelated to the sequential number and is dependent on the source and date of the address. For example, a priority of "1" was assigned to an address received directly from a sample member through a phone call or fax (it had the highest priority since it came from the source); a priority of "2" was assigned to a postal service update; and a priority of "8" was assigned to a credit bureau address. The priority of an address was changed to a number higher than "800" if the address was found to be invalid. At any given time, the address number of the highest priority address for a given INRECNO was recorded in the MASTER file as the current address number to use for mailings. This address was also flagged in the ADDRESS file as the "active" address. Address updates were entered through both automated processes (e.g., recording PNDs or adding credit bureau addresses) and by manual key entry (e.g., new information from a phone call from a sample member). Updates were dynamic and could occur from external sources simultaneously. The SCS also checked addresses as they were added to see if they duplicated an existing address; if the address was a duplicate, it was ignored in searches for new addresses to use in mailings.

MASTER file. The MASTER file was the file from which the SCS selected records for each mailing. This file included only one record for each member of the sample and was created by an extraction of data from the ORIGDAT file. Each MASTER record included each individual's INRECNO and the highest priority address number for the individual in the ADDRESS file. The address number and INRECNO were used as a link between the MASTER and ADDRESS files. Each MASTER file record included variables for recording a sample member's eligibility; refusal to take the survey; the mailing identification codes (MIC) and dates of mailings; the need for remails of various types; the member's status; and the source, date, and time of the last change made to the record. The MASTER file accommodated data updates through both automated processes (e.g., updating address number in use due to a return of a mailing postal non-deliverable [PND]) and manual key entry (e.g., updating vital information based on a phone call or fax from a sample member, or an address correction request [ACR]). As new information was received for a particular record, the SCS updated the MASTER record,

indicated the source of the update (phone, fax, credit bureau, etc.) and wrote the old record to the HISTORY file.

HISTORY file. The HISTORY file chronicles the various changes that occurred within the MASTER file; each HISTORY record corresponds to an outdated MASTER record. HISTORY contains as many records as there were updates to the MASTER file.

MAILING file. The MAILING file contains one record for each item mailed during the survey administration. Each MAILING file record includes the INRECNO, address number at the time of mailing, date of mailing, mailing status (e.g., sent, returned, PND, etc.), type of mailing (e.g., notification, wave 1, wave 2, etc.) and the mailing information code (MIC). For mailings that included a survey, the MIC is the unique lithocode printed on the survey included in that mailing. For mailings that did not include a survey, the MIC is a unique code created by the SCS as a tracking device for that mailing. For survey mailings, the MAILING file was also used to record the batch, serial, scan date, and reason returned blank (if applicable) of all returned surveys.

Address updates occurred continuously throughout the survey mailing cycle, beginning with the notification letter, continuing through main mailings and remails and ending with the final wave 3. For any main mailing or remail, an address list was drawn from the MASTER file far enough in advance of the mailing to provide sufficient time for preparation of mailing materials. No further updates were made to this list once it was extracted from the MASTER file. For example, if the wave 1 mailing list had been selected on September 13 for a mail drop one week later (September 20), the addresses used for wave 1 were those in the MASTER file on September 13. However, updates resulting from the notification letter were still made to the MASTER file after September 13 and were used in future mailings. Figure 2 outlines the continuous address update process.

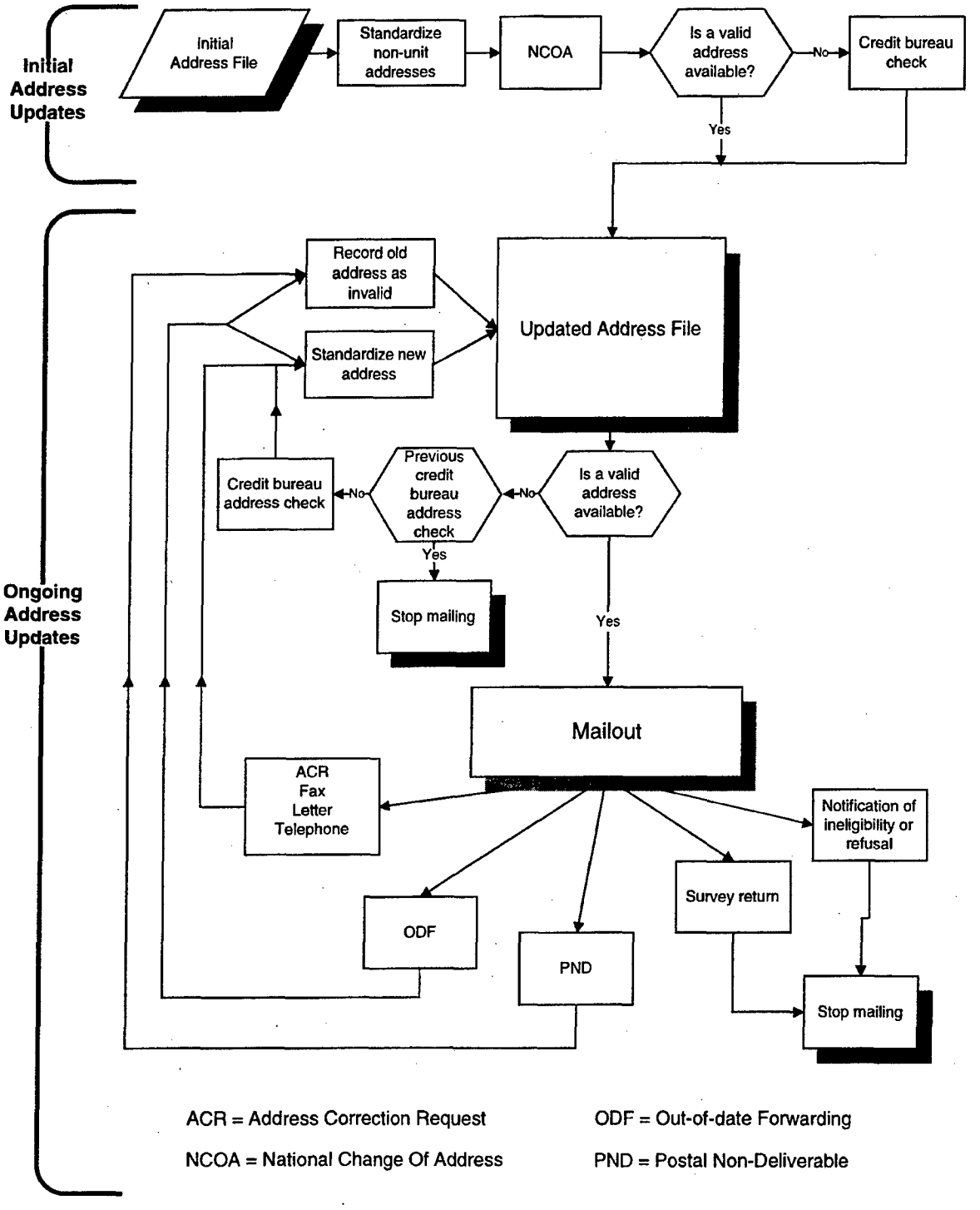
Address-update Procedures

Initial address updates. Prior to the first mailing, DRC sent all sample records to an outside vendor where they were checked against the National Change of Address (NCOA) database. NCOA software updated the address records based on change-of-address cards filed with the US Postal Service (USPS). The results were integrated into the SCS ADDRESS file.

After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). DRC sent copies of this file to three credit bureaus (Equifax, Trans Union, and TRW)[6] to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS ADDRESS file.

[6] Equifax, Trans Union, and TRW are outside vendors with consumer-credit-information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the MAILING dataset contained no valid address.

Figure 2.
Continuous Address Updates



On-going address usage and updates. Assuming that DRC had a home (or unit) address for a member, the mailing process began with that address. DRC modified the SCS and used a new home[7] address in the next re-mailing or mailing if (a) a member self-reported a new address by fax or letter, (b) the postal service forwarded an address correction, or (c) a credit bureau provided a new address. A letter that did not result in an invalid-address condition was assumed to have been addressed correctly. All subsequent mailings were sent to that address unless one of the invalid-address conditions occurred later.

Surveys returned from individuals were documented in the SCS so that those members were not sent additional surveys regardless of whether the survey was returned completed, partially completed, or blank. Individuals who requested to be dropped from the survey received, at minimum, the first three sets of mailings (the notification letter, the wave 1 survey, and the reminder/thank-you letter).

Twice during the survey fielding, letters (notification and reminder/thank you) to the respondents included the address and fax number of DRC, along with a request for corrections to address or demographic information. Respondent-supplied updates made by fax or regular mail (and a few telephone calls) generally did not result in a re-mailing of prior-sent materials to the new address. Instead, the new address was used in subsequent mailings of new materials. It was assumed that the previous letters, and possibly surveys, had reached the individual. If, however, the respondent-supplied update included a request for a survey, the individual was included in a re-mail.

When preparing for a mailing, address records were examined for each individual eligible for a mailing. The highest priority valid address was used for the mailing. If no valid address was available, then the sample member was dropped from that mailing, but not necessarily from future mailings. If no previous request had been made to the credit bureaus, then an address request was sent to the three credit bureaus. A sample member was considered to be nonlocatable and dropped from all future mailings only if all addresses including any from credit bureaus had resulted in a PND. Otherwise, the record would be re-examined at the next mailing to see if a valid address for the individual had been added to the ADDRESS file from any type of update.

Description of Each Mailing or Re-mailing

Table 8 shows information on the 43 mailings and re-mailings. For each mailing and re-mailing, Table 8 provides the date when the address file was processed, the number of members who were sent materials during the mailing or re-mailing, the number of surveys that were eventually returned by respondents, and the number of PNDs that occurred during the mailing or re-mailing. Depending upon the size of the mailing or re-mailing, the time between starting the address processing and delivering the mail to the USPS was 1 to 5 days.

[7] DMDC instructed DRC to give the highest priority to a home address rather than a unit address.

Potential respondents were informed of their selection for the survey by a notification letter. DMDC makes heavy use of notification letters for three reasons:

- Contacting potential respondents multiple times (e.g., by supplementing survey mailings with notification letters) is perhaps the most effective means of increasing survey response rates (Fox, Crask, & Kim, 1988; Yammarino, Skinner, & Childers, 1991).
- The USPS does not always forward the large envelopes that are used to mail surveys despite the envelopes' first class postage and request to forward. Forwarding is, however, more routine for mail in standard, business-sized envelopes.
- It is cheaper to send an initial notification letter and have that letter returned PND, correct the address, and re-mail the notification letter to the correct, updated address than to start the process by mailing the survey.

The first mailing was delivered to the USPS on 28-31 August. Table 8 shows that mailing 1 was sent to 76,671 sample members, and it resulted in 10,994 letters being returned PND. During the next 1½ months, five additional attempts were made to reach sample members with notification letters. Across the six mailings, 16.3% (14,485 of 88,917) of the letters were returned PND.

The start of the first round of survey mailing began while DRC continued trying to locate sample members with notification letters. On 24-28 September, the first wave 1 surveys were mailed. Eleven re-mailings of wave 1 surveys occurred during the subsequent 1½ months. A total of 28,832 (31.6%) of the 91,140 mailed wave 1 surveys were returned by respondents and another 13,147 (14.4%) were returned PND.

The third set of mailings was the reminder/thank-you letters. They started with mailing 13 on 16-22 October, almost 2 months after mailing 1 was processed. Despite the large number of address changes that had been processed in those 2 months, 9.6% (7,373 of 76,988) of the reminder/thank-you letters were returned as PNDs. These letters were sent in 10 mailings and re-mailings that spanned approximately 1½ months.

On 15-20 November, the first wave 2 surveys were sent. This mailing excluded people who (a) requested to be dropped from the survey or (b) had their surveys scanned and entered into the SCS. Across the 5 mailings and re-mailings, DRC sent 53,743 surveys. Respondents returned 8,107 (15.7%) of the surveys, and the USPS returned another 4,396 (8.2%) PNDs. Notably, the 8,107 surveys returned in this wave of mailings underrepresents the actual number of surveys that were returned as a result of the mailing. Some respondents returned their wave 1 surveys after receiving a wave 2 (or wave 3) survey.

Table 8.

Mailings: Print File Creation Dates and the Numbers of Mailings Sent, Returned, and PND

	Mailing Numbers and Groups	Date*	Sent	Returns	PNDs
1.	Notification mailing	8/27/96	76,671	N/A	10,994
2.	Notification re-mail	9/18/96	4,211	N/A	1,057
5.	Notification re-mail	9/26/96	4,100	N/A	1,204
7.	Notification re-mail	9/30/96	458	N/A	153
9.	Notification re-mail	10/03/96	650	N/A	202
11.	Notification re-mail	10/10/96	2,827	N/A	875
	Subtotal: Notification		**88,917**		**14,485**
3.	Wave 1 mailing	9/20/96	74,834	25,674	8,456
4.	Wave 1 mailing	9/23/96	1,716	440	402
6.	Wave 1 re-mail	9/26/96	4,078	945	1,111
8.	Wave 1 re-mail	9/30/96	493	107	145
10.	Wave 1 re-mail	10/03/96	642	114	200
12.	Wave 1 re-mail	10/10/96	2,875	504	858
15.	Wave 1 re-mail	10/18/96	1,879	322	548
17.	Wave 1 re-mail	10/24/96	996	175	326
19.	Wave 1 re-mail	10/30/96	1,673	279	477
21.	Wave 1 re-mail	11/02/96	29	5	8
23.	Wave 1 re-mail	11/04/96	540	80	168
24.	Wave 1 re-mail	11/08/96	1,385	178	448
	Subtotal: Wave 1 Survey		**91,140**	**28,823**	**13,147**
13.	Reminder/thank-you mailing	10/15/96	66,926	N/A	4,990
14.	Reminder/thank-you mailing	10/16/96	1,373	N/A	190
16.	Reminder/thank-you re-mail	10/18/96	1,803	N/A	555
18.	Reminder/thank-you re-mail	10/24/96	905	N/A	380
20.	Reminder/thank-you re-mail	10/30/96	1,466	N/A	21
22.	Reminder/thank-you re-mail	11/02/96	547	N/A	182
25.	Reminder/thank-you re-mail	11/08/96	1,328	N/A	452
28.	Reminder/thank-you re-mail	11/21/96	1,332	N/A	303
30.	Reminder/thank-you re-mail	11/26/96	681	N/A	168
32.	Reminder/thank-you re-mail	12/03/96	627	N/A	132
	Subtotal: Reminder/thank-you		**76,988**		**7,373**
26.	Wave 2 mailing	11/13/96	51,263	8107	3,899
27.	Wave 2 re-mail	11/15/96	850	111	135
29.	Wave 2 re-mail	11/21/96	573	99	131
31.	Wave 2 re-mail	11/26/96	360	43	101
33.	Wave 2 re-mail	12/03/96	697	70	130
	Subtotal: Wave 2 Survey		**53,743**	**8,430**	**4,396**
34.	Wave 3 mailing	12/11/96	3,436	238	66
35.	Wave 3 mailing	12/12/96	38,703	2862	1,228
36.	Wave 3 re-mail	12/18/96	1,041	94	123
37.	Wave 3 re-mail	1/02/97	200	9	11
38.	Wave 3 re-mail	1/08/97	392	30	0
39.	Wave 3 re-mail	1/13/97	425	33	0
40.	Wave 3 re-mail	1/16/97	506	22	0
41.	Wave 3 re-mail	1/21/97	40	0	8
42.	Wave 3 re-mail	1/24/97	374	19	106
43.	Wave 3 re-mail	1/29/97	60	2	22
	Subtotal: Wave 3 Survey		**45,177**	**3,309**	**1,564**
	TOTAL		**355,965**	**40,562**	**40,965**

* This is the date on which records were identified for inclusion in a mailing and written to a print file.

The first 42,139 wave 3 surveys were delivered to the USPS on 16-17 December 1996. The last survey mailing was on 29 January 1997. During that 1½ months, 45,177 wave 3 surveys were sent. The number of surveys received from respondents was 3,309 (7.3%). Another 1,564 (3.5%) wave 3 surveys resulted in PNDs.

The survey fielding period was kept open through 28 February 1997. During the 5½ months of the survey fielding, 355,965 pieces of mail were sent to potential respondents. The USPS returned 11.5% of those pieces to DRC because of bad addresses.

Processing Returned Surveys

This phase of the survey process can be divided into three general steps. In the first step, DRC performed two tasks: scanning raw data from every optic-read area on the first 150 returned surveys and using a DMDC-supplied coding scheme to write software that converted the raw data to scored data. In the second step, DRC revised their programs after the test with the first 150 records, scanned surveys in batches as they were returned, and prepared three (preliminary, interim, and final) datasets with codebook tables showing the frequency of response for each variable in the datasets. This step provided DMDC with an opportunity to monitor data collection and begin preliminary analyses. In the third stage of processing returned surveys, DRC created files that contain narrative information (e.g., comments) from the surveys. These three stages of processing returned surveys are more fully described in the remainder of this section.

Preparing the Scoring Software and Coding Scheme

As soon as DRC received a scannable copy of the survey form, programmers began writing and testing programs to capture the data from the surveys. The scanner program was set up to capture data from every optic-read bubble or box on the form. At the same time, DRC began writing software to convert raw data from the scanner to a scored dataset. To start this task, DMDC provided DRC with an annotated copy of the survey form (Appendix A) and the coding notes contained in Appendix D.

A guiding assumption in designing the coding scheme was that the analysts creating the dataset would not be the only people analyzing the data. DMDC datasets are analyzed repeatedly over time by people in governmental, private-sector, and academic organizations. Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and what limitations exist. Moreover, every attempt is made to preserve all information from completed surveys so that secondary analysts can later construct variables that were not anticipated by the original DMDC researchers.

DRC scanned the first 150 returned surveys and created a scored dataset for these cases. Both DRC and DMDC compared the returned surveys with the scored dataset for these first 150 cases. Checks were done to determine if (a) the scanner was set at an acceptable level to pick up lightly marked bubbles and (b) respondents were consistently answering in an unexpected

manner (e.g., marking more than one bubble for a single-answer item such as highest education level completed).

Creating the Scored Datasets

Prior to scanning bubbled answers and key entering narrative answers, returned surveys were visually checked and separated into two groups: blank forms versus surveys with one or more items completed. Blank forms were further divided into batches according to the reason (e.g., separation from the military, transitioned from active duty to the Guard or Reserve, death, or no reason given) that the form was returned blank. The reason was captured in BLKREAS in the SCS. All blank forms were optically scanned so that lithocodes could be tracked and the number of returns could be updated.

Approximately 2% (fewer than 1,000) of the respondents returned surveys that were mutilated in the mail or completed in ink. DRC re-gridded the bubbles for these respondents to ensure that all usable data were captured.

Once these preliminary steps were taken, DRC scanned the surveys, edited surveys that were flagged by the scanner because the pencil marks were too light, scored the data, and created two types of data files: SAS files and ASCII flat files (OS files). All DMDC survey data are stored in SAS files for DMDC's official use. Recognizing that many analysts use other statistical packages for their analyses, DMDC also provides ASCII flat files.

In addition to the previously mentioned 150-record check of raw data, DRC provided DMDC with preliminary, interim, and final datasets and codebook tables. DMDC used the preliminary and interim datasets and codebook tables to finalize the information to be documented in the tables, identify out-of-range errors (e.g., a respondent marked on the survey a current age of 15 years, but military service requires that an individual be at least 17 years of age), create additional flag variables (e.g., a total score for the number of racial/ethnic harassment and discrimination behaviors that a person experienced), and begin preliminary analyses. The final version of the datasets and tables also went through a similar fine tuning before they were published in their present form.

Capturing Respondent-supplied Statements

Key entry of open-end response items into text files. After each batch of surveys was scanned, the surveys were transferred to key-entry personnel for comment entry. These personnel manually checked each page of the survey to determine if a respondent had supplied narrative answers to "Other, please specify" items or the general comments section at the end of the survey. "Other, please specify" items offered respondents a space for writing an answer when the pre-specified options did not fully cover all alternatives. For this type of item, DRC entered the first 51 characters of the written response. For the general comments at the end of the survey, 100% of the information on the comments page was captured. The text of both types of narrative information was key entered nearly verbatim into ASCII files and spell-checked. Proper names were replaced with "(name)," and expletives were changed to "(expletive)."

Additional materials (letters, documentation on complaints, etc.) sent back with the survey were read by DMDC staff, but the material was not added to the comments file.

The ASCII comment files contain DMDC_IDs and lithocodes to allow DMDC personnel to relate narrative responses to all other variables in the *EOS* databases. Because of privacy and confidentiality concerns, these files are not available for public release.

Setting specify flags for open-end response items in the scored dataset. When the scanner detected text in an "Other, please specify" or general comment area, it placed a "1" in the corresponding field in the scanned data files. These "1" flags were used during the survey field period to monitor the occurrence of write-ins and to help verify that all general comments and "Other, please specify" answers were keyed and associated with the appropriate sample member. Because the scanner could make false detections from printed text on the reverse side of the page, scanned detection of narrative answers may not be reliable for indicating that written text was entered. Once all key-entry was completed, the specify flags in the final scored datasets were set to reflect where open-end responses had been given by respondents.

Coding for open-end response items. In addition to key-entry, DRC provided numeric codes for two types of write-in responses: location (in the US), and race. This initial numeric coding is described in the next two paragraphs.

In Questions 10 and 36, respondents were asked a location. If the answer was in one of the 50 States, DC, Puerto Rico, or a US Territory or Possession, then the respondent was asked for the 2-letter postal abbreviation. DRC converted these to Federal Information Processing Standard (FIPS) codes. These codes are on the scored datasets as variables EQ9610CD and EQ9636CD.

In Questions 8, 18, 24, and 39, respondents were asked to write-in a specification of race. DRC coded these answers in accordance with the codes used by the Bureau of the Census for the 1990 Decennial Census. These codes are on the scored datasets as variables SRRACICD, SRRACACD, SRRACOCD, SPRACICD, SPRACACD, SPRACOCD, EQ9624CD, and EQ9639CD.

These numeric codes were further processed by DMDC for analysis. Because of confidentiality concerns, these raw codes do not appear on public-release datasets.

Survey Analysis Files

This section of the report (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the *EOS*, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

Data for the *EOS* were collected from a nonproportional stratified random sample. Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions, and tests of hypotheses and regression relations) and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys that involve complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the *coefficient of variation* $[SE_{(x)}/x]$ of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations must, however, be found for the variances. The approximations commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analysis files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN[8] for a stratified, without replacement design. Wheeless et al. (1997) provided more detail on variance estimation and examples of analyses of these data using SUDAAN. Replicate methods can also be used to estimate the variances; however, replicate weights (required for many of these approaches) have not been prepared.

Many of the standard statistical software packages, such as SPSS[9] and SAS, do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Analyzing the *EOS* datasets with the proper use of ANL_WT as the weighting factor in standard statistical programs (e.g., SAS and SPSS) results in *accurate* point estimates and *inaccurate* variance estimates. Wolter (1985) provided a detailed discussion

[8] SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.
[9] SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

Data Structure

In addition to a public-release file, a confidential file (containing a more complete set of variables than the public-release file) has been prepared for internal DMDC use. These files were prepared as SAS system files. An ASCII (Operating System or OS) flat file was prepared from the public-release SAS system file. File names are indicated in Table 9.

Table 9.
Analysis File Names

Type of File	File Name
Public-release File -- SAS	EOS96PUB.SD2
Confidential File -- SAS	EOS96CON.SD2
Public-release File -- OS	EOS96PUB.DAT

Care was taken in the preparation of survey analysis files to provide public-access to data from these surveys with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the public-release files either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on public files only in a collapsed version.

The structure of the confidential file is shown in Figure 3. As shown in Figure 3, the confidential file contains the public-release file plus additional confidential variables.

All variables in the confidential file are documented in this report. Appendix E lists all variables, has a flag to indicate which variables are confidential, and shows where each variable is documented. Intermediate weighting variables that appear only in the confidential file were documented by Wheeless et al. (1997). Variables that appear in collapsed form in the public-release part of the file and in a fuller version only in the confidential file are discussed later.

Both the confidential file and the public-release file contain 76,754 records, one for every sampled individual. As depicted in Figure 3, these 76,754 records can be divided into three subgroups. The first subgroup, nonrespondents, includes all records indicated by WGHT_FLG = 0, where no *usable* response was received[10] (n = 122) *or* no information was received to indicate ineligibility (n = 33,519). It includes all individuals shown earlier in two Table 5

[10] To be usable, a questionnaire had to have at least one response to the items in Questions 29-31.

subcategories—*Total: Not located* and *Total: Nonresponse*. The total number of records in these two subcategories is 33,641.

Assignment of a record to the other two subgroups was based on whether (a) a member returned a "completed" survey and (b) the person was eligible to be included in the population of interest (i.e., was found to be on active duty in the DEERS files at the end of June and September 1996, and did not contact DRC to indicate that they were ineligible).

These two subgroups of records are required for analyses: records for study subjects determined to be ineligible (known ineligibles), and records for study subjects who returned usable surveys and are assumed to be eligible (eligible respondents). Both the eligible respondents (ELIGFLGW = 1) and known ineligibles (ELIGFLGW = 0) are included because both types of records were used to develop weights that sum to the population total, and both type of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN. For these records, WGHT_FLG = 1, an indicator that information was available to assign a non-zero final weight to the study subject. WGHT_FLG is not an indicator of whether a completed survey was returned.

Figure 3.
The Structure of the Confidential File

Subgroups	Public-release File	Confidential and Detailed Methodological Variables	Number of Records in Subgroup
Nonrespondents (WGHT_FLG = 0)			33,641
Known Ineligible Sample Members (WGHT_FLG = 1 and ELIGFLGW = 0)			3,258
Respondents, assumed eligible (WGHT_FLG = 1 and ELIGFLGW = 1)			39,855

Note. The shaded portion represents the subset of the data typically required for analysis.

Variables in the Survey Analysis Files

Public-release File

The variables in the public-release file fall into five categories: (a) derived from survey responses, (b) created by DRC to document survey operations and data quality, (c) created by Research Triangle Institute (RTI; Wheeless et al., 1997) to analyze the weighted dataset, (d) created by DMDC for analysis, and (e) extracted from the demographics in administrative personnel records. Variables are grouped in these categories in Appendix F.

Information gathered on the survey. These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated survey (see Appendix A) contains the item names, the values used to code the pre-specified alternatives, and references to applicable Appendix D coding notes. Appendix I gives information on how DMDC evaluated the special values used for variables in survey skip patterns and documents the treatment of these values in DMDC analyses reported by Scarville et al. (in preparation).

Although the first part of Appendix D extensively documents the conventions that DMDC uses to name survey variables, a brief overview of the naming convention is also given here. In general, survey-derived variables can be subclassified as variables that begin with "EQ," "SR," or "SP."

Naming of "EQ" variables is reviewed using the example variable, "EQ9627A." The first characters in the name specifies the name of the survey. In the present case, the survey is the *EQ*ual Opportunity Survey—EO (two letters) was not used to name the variables because of the potential confusion of the letter "O" and the number "0." The third and fourth positions indicate the year (1996) in which the survey administration started. The last four digits indicate the item number—Item A in Question 27. Appendix D provides exceptions to this general convention.

Most of the remainder of the survey-derived variables in the public-release section of the dataset begin with "SR"—a mnemonic for self-reported or survey reported. The SR variables are a set of primarily demographic items that are named consistently across many DMDC survey forms. (For example, SRSVC is the variable name for the Service item included on most DMDC survey forms.) Although all survey data—including responses for variables beginning with EQ—are self-reported, the SR is used to distinguish the survey-reported information from DMDC-provided information (e.g., SRSVC from the survey versus SVC from the DMDC databases). Many items in this survey also requested proxy reports of the demographics of the individual's spouse. These demographic variables start with "SP" to distinguish the spouse characteristics from the member characteristics which start with "SR."

Information on operations. DRC created three types of variables: missing, identifying, and matching. The missing variables listed in Table 10 were created to track the number of times that sample members skipped questions or gave invalid responses to survey items. (The latter

part of Appendix D contains information on the survey-wide and item-specific codes that were used to indicate missing data.) The variables that begin with "MISS_" provide the sum of how many times a respondent's record contains each type of missing data. For the MISS_ totals, mark-all-that-apply items were only counted once; and "Don't Know" responses were not counted.

Table 10.
Variables Indicating How Many Times Missing Codes Were Found on Each Record

Variable Name	Variable Label	Definition
MISS99	Count of 99	Don't Know response was given.
MISS_9	Count of -9/.	Invalid skip (i.e., no response) was given.
MISS_8	Count of -8/.A	Multiple responses were given when one answer was requested.
MISS_6	Count of -6/.N	Based on prior answer(s), an item was validly skipped.
MISS_4	Count of -4/.I	Respondent incompletely gridded an answer (e.g., left a column blank).
MISS_2	Count of -2/.	Continuation was implied based on the answer to another item.
MISS_TOT	Sum of MISS variables	This variable is the total number of MISS_ "X" entries on a record.

DMDC_ID is a key variable that can be used to tie any future updates of records to the public-release file. It is a unique randomly-assigned identification number for every member of the sample. ARVDATE is the date that the survey arrived at DRC, not the date that it arrived at the servicing post office—depending on mail flow a local post office may hold deliveries of business reply mail to schedule delivery efficiently.

The matching variables were used as a quality-control check. More specifically, matching variables (i.e., variables beginning "MAT") were created for some demographic variables to indicate whether or not survey-supplied information matched DMDC-provided data. The demographics used to create matching variables were gender, race, branch of Service, and paygrade. If either the DMDC-supplied or survey-derived information was missing, then the respondent was assigned a value for missing for that matching variable. A value of "1" was assigned if the survey- and DMDC-supplied data matched. Conversely, a value of "0" was assigned when the two types of data did not match.

Information on weighting. The derivation and use of these variables were discussed in detail by Wheeless et al. (1997). The files have five analytic weighting variables:

ANL_WT	Analysis weight
ELIGFLGW	Eligibility flag used to exclude ineligible sample members when computing point estimates
NVSTRAT	Frame count within each variance estimation strata
VSTRAT	Variance estimation strata
WGHT_FLG	Flag indicating records weighted as respondents or known ineligible sample members

Variables constructed for analysis. Certain demographic variables, including some information collected on the survey form, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, RSRED_HI and R9603 are recodings of SRED_HI and EQ9603. An "R" as the first letter of a variable listed in this section of Appendix F is an indication that the variable has been recoded to preserve anonymity of respondents and that a more complete variable is available only on the confidential analysis file.

Certain key demographic variables were constructed for DMDC analyses (Scarville et al., in preparation). These analytic variables, indicated by variables starting with "X" (for crossing variables), are based primarily[11] on self-reported information from the survey. In cases where the self-reported information was missing, the missing value was imputed from the member's record. Also, other imputations were made so that race and ethnicity could be reported in accordance with Office of Management and Budget (OMB, 1977) Statistical Directive 15 on standards for reporting Federal statistics. For members who self-reported "Other" as their race, race was imputed from record data; further, if the record data did not include a valid race value, then race was treated as missing.

The SAS code used in constructing these analytic variables is included in Appendix I. Three of the key demographic variables (i.e., XSEX, XSVC, XCPAY3) are included in the confidential analytical variables section of the file. Three other variables (i.e., RXCRACE, RLOC10A, and RLOC10B) are recodings of the actual variables used in DMDC analysis—variables that are only contained on the confidential file because of the possibility of them being used in combination with other variables to identify individuals.

Other variables in this section were constructed for analysis by Scarville et al. (in preparation) and are provided here because of the complexity of constructing these variables. The SAS code used in constructing these analytic variables for the 1996 *EOS* is included in Appendix I.

Appendix I also documents many decisions made in analyses reported by Scarville et al. (in preparation). For a large number of survey items, analysts must make decisions on the treatment of special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions. Although the survey analysis files do not contain recoded variables for these items, DMDC evaluations of the special codes for these items are included in Appendix I.

Information from records. While most of the variables used in sample design and selection are too detailed to be in the public-release file (see the later sections on confidential variables), some items from the administrative records are included in the public-release file. Four demographic variables that were not modified from record data are included on the public-

[11] Self-reported demographics (e.g., paygrade, marital status) on the survey are current with the collection of the other information on the survey and provide more consistency in responses than using the adminsitrative record for these deomgraphics.

release file: gender (SEX), Service (SVC), race (RACE), and combined race and ethnicity (RETH).

Recodings of three other variables constructed from record data and used for sample planning are also on the public-release file. These variables represent the occupational density of Blacks (RBLKDEN), Hispanics (RHISPDEN), and total minorities (RMINDEN). These three variables contain more information than those used in sampling or weighting.

Confidential File

In additional to variables on the public-release file, the confidential file has five additional categories of variables: (a) the uncensored version of survey items that appear in a collapsed form in the public-release section, (b) the uncensored version of key demographic variables used in analyses that appear in a collapsed form in the public-release section; (c) detailed variables created by DRC to document operations, (d) detailed variables used in sampling, and (e) detailed variables used in weighting. Variables are grouped in these categories in Appendix F.

Confidential variables—survey. This section of the confidential file contains the original full version of survey variables that had to be recoded for the public-release file to preserve confidentiality. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

Confidential variables—analysis. This section of the confidential file contains the original full version of analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the public-release file section for variables constructed for analysis.

Confidential variables—operations. This section of the confidential file contains operational variables created by DRC. These variables are useful for methodological studies and/or were used by RTI in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned, and INRECNO is a unique identification number that DRC assigned to each sample member.

Confidential variables—sampling and record data. This section of the confidential file contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

Confidential variable —weighting. This section of the confidential file contains variables used in analysis of nonresponse and in the construction of the weights. For more detail, see Wheeless et al. (1997).

A Description of the Information in Appendix G

Regardless of whether analysts use all or only portions of the dataset, all analysts should start their analyses by replicating the results found in the tables in Appendix G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. We especially recommend that frequencies be done for ELIGFLGW and WGHT_FLG. These counts should be compared to the codebook pages for these variables and to the numbers in Figure 3. These numbers are also key to checking that the subsetted files for analysis contain the correct number of cases.

An example of the tables in Appendix G is depicted in Figure 4. Thirteen aspects of the example are indicated by superscripted numbers and described in the following paragraphs that correspond to those numbers.

1. The codebook title. The title is the same for every page in Appendix G of this codebook.

2. Variable name. The variable name is up to eight characters in length and corresponds to the variable name that is used in the SAS-based datafiles. The conventions for naming variables are documented in Appendix D. Appendixes E and F contains a full listing of variables and short descriptions of what the variables document.

3. Statement of survey item text. The text is the verbatim quote of the item wording. In a very few cases, some of the text was deleted because of space limitations. When this occurred, analysts are alerted to this fact by a message at the end of the statement.

4. Introductory text for the item series that includes the specific survey item. If there is any introductory text for a series of items it is displayed here. In some cases the text is a simple instructing to the person to indicate whether they agree with the following statements, or in some cases it is more extended instructions setting the context for answering.

5. Location of the item on the OS data file. This information provides analysts with the location of the variable on the flat data files. The OS location provides information on (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy. "N/A" is used to indicate this information is not available for variables that appear only in the confidential file. See Appendix H for further information on the file layout.

6. Information on the variable in the version 6.12 SAS data file. The length reported here is for the version 6.12 data file and it may change for files that have been converted through transport files to other versions of SAS.

Figure 4.
Example of a Page from Appendix G

[1]Status of the Armed Forces Survey Form D--Equal Opportunity 1996

[4]To what extent

[2]EQ9625A - [3]Does your work make use of your skills?

[5]OS DATA

COLS	LENGTH
0003-0004	2

[6]SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSVC	NUM	4	STDOS2

[7]FREQ	[8]PERCENT	[9]OS VALUE	[10]SAS VALUE	[11]MEANING
186	0.2	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1533	2.0	1	1	Not at all
4077	5.3	2	2	Small extent
8563	11.2	3	3	Moderate extent
11537	15.0	4	4	Large extent
14452	18.8	5	5	Very large extent
[12]76754	[12]100.0	Totals		

[13]PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

[14]G-26

7. Counts of respondents represented by each value. The count indicates the number of respondents who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running frequencies on the accompanying database. Before running complex statistical analyses, analysts are encouraged to recreate the frequency tables in Appendix G. Recreating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

8. Percentages of respondents represented by each value. The percentages are calculated by dividing the number in the "FREQ" column (on the same row) by the total number at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond to those that analysts would obtain when running frequencies on the accompanying dataset.

9. Actual (or recoded) OS file response values. The values appearing in this column are for the OS (flat file) version. Interpretation of these values and the rules for their assignment are found in the annotated survey form and the coding notes (Appendixes A, D, and I).

10. Actual (or recoded) SAS file response values. The values appearing in this column are for the SAS system file. Interpretation of these values and the rules for their assignment are found in the annotated survey form and the coding notes (Appendixes A, D, and I).

11. Explanation of the response value codes. The verbal explanations of the coding are found in either the annotated survey form or the coding notes (Appendixes A, D, and I). If the verbal explanation of the coded information pertains to a response alternative in the annotated survey, the text in the table is the verbatim response from the form.

12. Total of response frequencies and percents. The number appearing at the bottom of the "FREQ" column is the total number of individuals in the dataset (i.e., 76,754). The number is the same for every table in this codebook. That is, every individual in the dataset is accounted for on every variable, even if the variable indicates only that the information was missing for the member.

The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding of the percentages for the individual values in the table, however, occasionally causes the total percentage to be slightly above or below 100.

13. Messages to analysts. These messages alert analysts to a number of situations including (a) rounding errors resulted in a total percentage that was not equal to 100%, (b) the variable could assume values that were "Too numerous to list," (c) the variable was extracted from another specified database, (d) the variable documented in the table was created from multiple variables as specified in the message, and/or (e) an explanation is given to clarify further the statement (see numbered paragraph 3 above) about what the variable is.

14. Codebook page number. This information is the page number corresponding to a specific variable. To locate a variable quickly, analysts can use Appendixes E and F. In addition to providing the variable name and a short description of the variable, Appendixes E and F also identifies the page number in Appendix G where the variable can be found.

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Appendix A

Status of the Armed Forces Survey Form D--Equal Opportunity 1996

The survey reproduced in this appendix is based on the version of the questionnaire used in the final pretests. It has all of the text and layout of the actual survey, but it does not have the final formatting of the printed questionnaire. The final printed questionnaire is reproduced in Scarville et al. (in preparation).

The annotations in this appendix were not printed on the survey forms used in the pretests. Annotations appear either above the item number or in the boxes used for write-in answers. These annotations provide three kinds of information.

First the annotations show the variable name(s) used in the dataset for the item and whether the variable is public release or confidential. Where more than one variable was required for an item, multiple variables are listed without being enclosed in parentheses. Multiple part items will show a range of variable names. For example, the annotation of "EQ961A-B" for item 12 indicates that two variables, EQ962A & EQ963B, were generated. An asterisk is used to indicate a variable that appears only on the confidential file. Public-release versions of these confidential variables are *not* shown in the annotations in this appendix but are listed in the Variables Constructed for Analysis section of Appendix E.

The second annotation on some items indicates that the same or a very similar item appeared on the 1995 *Sexual Harassment Survey Form B* (Edwards, Elig, Edwards, Riemer, 1997). These annotations are enclosed in parentheses and show the question number from that survey.

The third annotation on some items is a coding Note. These Notes are the part of the coding scheme (Appendix D) that discusses complex coding rules for the generation of the values for certain variables.

RCS: P&R(BI)1946
Exp. 6/27/97
IRCN: 0418 DOD-BI
Exp. 8/31/98

Status of the ARMED FORCES Survey Form D

Equal Opportunity Survey - 1996

DPS PRINT ORDER # 0021/C-425-S
Jacket #386734
NCS JOB NUMBER 603868
REVISED 10/07/96 8:02 AM

DMDC SURVEY NO. 96-0013

DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING ACTIVITY
C/O DATA RECOGNITION CORPORATION
PO BOX 9006
5900 BAKER ROAD
MINNETONKA, MN 55345-5967

PLEASE DO NOT WRITE IN THIS AREA

SERIAL #

- PLEASE USE A NO. 2 PENCIL ONLY
- WRONG MARKS RIGHT MARKS

- This is not a test, so take your time.
- Select answers that best fit you.
- Do not use ink, ball-point, or felt tip pens.
- Make heavy black marks that fill the response circles.
- Do not make any marks outside of response circles or write-in boxes.
- If you change your mind, erase old marks completely.

ABOUT THIS QUESTIONNAIRE

This survey asks about your perceptions of personnel issues in the military and military policies intended to ensure fair treatment and equal opportunity for all military members. Some questions ask about your experiences (and those of your family) on installations and in the communities around military installations.

WHY ME?

You have been selected at random to be part of a sample of people who represent members of the Armed Services. Based on your responses and the responses of others, conclusions may be drawn about the views and experiences of Service members overall, and those of demographic subgroups. The validity of these conclusions depends, in part, on receiving enough completed surveys from individuals like yourself. **The survey results will not be valid if you allow someone else to fill out the survey for you.**

WHY SHOULD I BOTHER? DO SURVEYS CHANGE ANYTHING?

While no decisions about you alone will be made based on this survey, survey results will influence policy discussions and may result in changes that affect you and other Service members. If you don't respond, your views and the views of other members like you will not be considered in personnel policy reviews and changes.

WILL MY SURVEY RESPONSES BE KEPT PRIVATE?

Yes. Under NO circumstances will any information about identifiable individuals be released. Your responses will be combined with information from many other members to report the views and experiences of groups of members. We need your responses to evaluate personnel policies and to make improvements. **Do not use any personal names anywhere on this survey.**

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 United States Code 451 note.

PRINCIPAL PURPOSE: Information collected in this survey will be used to report attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey form will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research. Only group statistics will be reported.

Background Information

This first set of items asks for background information about you and your family. This will allow us to understand how experiences are the same or vary for different groups of Service members and their families.

SRSEX, (SRSEX)

1. Are you ...

1 O Male 2 O Female

SRED*, SREDA-I*, SRED_HI*, (SRED), Note 1

2. How much education have you completed? *Mark the one answer that describes the highest grade or academic degree that you have completed.*

1 O Less than 12 years of school (no diploma)
2 O GED or other high school equivalency certificate
3 O High school diploma
4 O Less than 2 years of college credits, but no college degree
5 O 2-year college degree (AA/AS)
6 O More than 2 years of college credits, but no 4-year college degree
7 O 4-year college degree (BA/BS)
8 O Some graduate school, but no graduate degree
9 O Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

EQ9603*

3. Where were you born?

1 O In one of the 50 States or DC
2 O In a U.S. Territory or Possession, or Puerto Rico
3 O Somewhere else of American parent(s)
4 O Somewhere else and neither parent was an American

EQ9604*

4. Is English a second language for you?

1 O No 2 O Yes

SRSVC, (SRSVC)

5. In what Service are you?

1 O Army 4 O Air Force
2 O Navy 5 O Coast Guard
3 O Marine Corps

SRGRADE*, (SRGRADE)

6. What is your current pay grade?

01	O E-1	11	O W-1	21	O O-1
02	O E-2	12	O W-2	22	O O-2
03	O E-3	13	O W-3	23	O O-3
04	O E-4	14	O W-4	24	O O-4
05	O E-5	15	O W-5	25	O O-5
06	O E-6			26	O O-6 or above
07	O E-7				
08	O E-8				
09	O E-9				

EQ9607*, (GB95009), Note 2

7. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

Write the number of years in the boxes and then blacken the corresponding circles.

Do not include partial years. For example, indicate "00" if you have not completed 1 full year.

		Years
⓪	⓪	
①	①	
②	②	
③	③	
④	④	
	⑤	
	⑥	
	⑦	
	⑧	
	⑨	

Please read the next two items before answering either. Race/ethnicity items in this survey are phrased to match the 1990 U.S. Census. Responses will be grouped in the way currently required by Federal Regulations. If you are of mixed heritage, choose the race that you consider yourself primarily to be.

SRHISPA1*, (GB95-4), Note 3

8. Are you of Spanish/Hispanic origin or descent? *Mark one.*

1 O No (not Spanish/Hispanic)
2 O Yes, Mexican, Mexican-Amer., Chicano
3 O Yes, Puerto Rican
4 O Yes, Cuban
5 O Yes, other Spanish/Hispanic

SRRACE1*, (GB95-5), Note 4

9. What race do you consider yourself to be? *Mark one.*

1 O White
2 O Black, African-Amer.
3 O Eskimo, Aleut
4 O Indian (Amer.) (*Please specify name of enrolled or principal tribe below)*↓

SRRACISP; SRRACICD*
please print

5 O Asian, Pacific Islander (*Please specify country or ancestry below)*↓

SRRACASP; SRRACACD*
please print

6 O Other race (*Please specify below)*↓

SRRACOSP; SRRACOCD*
please print

PLEASE DO NOT WRITE IN THIS AREA

SERIAL #

EQ9610*, (GB95-35)

10. During the last 12 months, where have you served most of your active-duty time?

1 O In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession (*Please print the two-letter postal abbreviation - for example, "AK" for Alaska)*

	EQ9610SP; EQ9610CD*, Note 5

2 O South or North America--outside the U.S.
3 O Europe
4 O Middle East
5 O Australia/New Zealand
6 O Asia or other Pacific islands
7 O Africa
8 O Antarctica

EQ9611, (FS96-)

11. During the last 12 months, where have you lived most?

5 O Barracks/dorm (including BEQ/BOQ)
4 O Aboard ship
3 O Military family housing on an installation
2 O Military family housing not on an installation
1 O Privately owned/rented/leased housing

EQ9612A-B

12. Excluding yourself, how many family members (people who could be claimed as dependents for military benefits)...*(Mark a response in column A and column B.)*

	A. reside with you?		B. reside elsewhere?
1	O 0	1	O 0
2	O 1	2	O 1
3	O 2	3	O 2
4	O 3 or more	4	O 3 or more

SRMARST*, (SRMARST)

13. What is your current marital status? *Mark one.*

1 O Never married
2 O Married
3 O Separated
4 O Divorced
5 O Widowed

EQ9614 EQ9614SK, Note 6

14. Was your marital status "married" at any time in the past 12 months?

1 O No --➢ ***GO TO QUESTION 19***

2 O Yes--➢ ***ANSWER THE FOLLOWING ITEMS FOR THE PERSON TO WHOM YOU ARE CURRENTLY OR WERE MOST RECENTLY MARRIED***

EQ9615*

15. Where was your spouse born?

1 O In one of the 50 States or DC
2 O In a U.S. Territory or Possession, or Puerto Rico
3 O Somewhere else of American parent(s)
4 O Somewhere else and neither parent was an American

EQ9616*

16. Is English a second language for your spouse?

1 O No
2 O Yes

SPHISPA1*

17. Is your spouse of Spanish/Hispanic origin or descent? *Mark one.*

1 O No (not Spanish/Hispanic)
2 O Yes, Mexican, Mexican-Amer., Chicano
3 O Yes, Puerto Rican
4 O Yes, Cuban
5 O Yes, other Spanish/Hispanic

SPRACE1*, Note 7

18. What race is your spouse? *Mark one.*

1 O White
2 O Black, African-Amer.
3 O Eskimo, Aleut
4 O Indian (Amer.) (*Please specify name of enrolled or principal tribe below)*↓

SPRACISP; SPRACICD*
please print

5 O Asian, Pacific Islander (*Please specify country or ancestry below)*↓

SPRACASP; SPRACACD*
please print

6 O Other race (*Please specify below)*↓

SPRACOSP; SPRACOCD*
please print

Your Workplace and Career

EQ9619*, (GB95-34), Note 8

19. How many months have you completed at your duty station during your current tour?

Do not include partial months. For example, indicate "00" if you have not completed 1 full month.

Enter "99" to indicate ninety-nine or more months.

		Months
	⓪	⓪
	①	①
	②	②
	③	③
	④	④
	⑤	⑤
	⑥	⑥
	⑦	⑦
	⑧	⑧
	⑨	⑨

EQ9620, (GB95036)

20. Is this location your permanent duty station?

1 O Yes
2 O No, I am TDY/TAD attending training
3 O No, I am TDY/TAD for other reasons

EQ9621A-E, (GB95-37, GB95-40)

21. Are you ... *(Mark one answer for each item.)*

	1 No	2 Yes
a. A student in a military course?	O	O
b. Serving aboard ship at sea?	O	O
c. In a work environment where members of your race/ethnicity are uncommon?	O	O
d. In a work environment where members of racial/ethnic minorities are uncommon?	O	O
e. Deployed on a peace keeping mission such as in Bosnia?	O	O

EQ9622, (GB95038)

22. What is the gender of your immediate supervisor?

1 O Male 2 O Female

EQ9623

23. Is your immediate supervisor of Spanish/Hispanic origin or descent? *Mark one.*

1 O No
2 O Yes
99 O Don't know

EQ9624

24. What is the race of your immediate supervisor? *Mark one.*

1 O White
2 O Black, African-Amer.
3 O Indian (Amer.), Eskimo, Aleut
4 O Asian, Pacific Islander
5 O Other race (*Please specify below*)↓

EQ9624SP; EQ9624CD*, Note 9

please print

99 O Don't know

EQ9625A-D, (GB95-51)

25. To what extent ...

	1 Not at all	2 Small extent	3 Moderate extent	4 Large extent	5 Very large extent
a. Does your work make use of your skills?	O	O	O	O	O
b. Do you get the information you need to do your job?	O	O	O	O	O
c. Does your supervisor tell you what you need to know to do your work?	O	O	O	O	O
d. Does your supervisor tell you when he/she does not understand what you say?	O	O	O	O	O

EQ9626A-H, (GB95-62)

26. How satisfied are you with . . .

	1 Very dissatisfied	2 Dissatisfied	3 Neither satisfied nor dissatisfied	4 Satisfied	5 Very satisfied
a. Your opportunities for promotion?	O	O	O	O	O
b. Your pay and benefits?	O	O	O	O	O
c. Your job security?	O	O	O	O	O
d. The direction/supervision you receive?	O	O	O	O	O
e. The relationship you have with your co-workers?	O	O	O	O	O
f. The kind of work you do?	O	O	O	O	O
g. Your chances to acquire valuable job skills?	O	O	O	O	O
h. Your job as a whole?	O	O	O	O	O

EQ9627A-E, (GB95-20)

27. How much do you agree with the following statements about your military career and Service?

	1 Strongly disagree	2 Disagree	3 Neither agree nor disagree	4 Agree	5 Strongly agree
a. I will get the assignments I need to be competitive for promotions	O	O	O	O	O
b. My Service's evaluation/ selection system is effective in promoting its best members	O	O	O	O	O
c. If I stay in the Service, I will be promoted as high as my ability and effort warrant	O	O	O	O	O
d. I am proud to tell others that I am a member of my Service	O	O	O	O	O
e. Being a member of my Service inspires me to do the best job I can	O	O	O	O	O

EQ9628, (GB95-10)

28. Suppose that you need to decide whether to remain in the military. Assuming you could remain, how likely is it that you would choose to do so?

1 O Very unlikely
2 O Unlikely
3 O Undecided
4 O Likely
5 O Very likely

PLEASE DO NOT WRITE IN THIS AREA

SERIAL #

Personal Experiences

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

EQ9629AA-AO & BA-BO, (GB95-71), Note 10

29. How frequently during the past 12 months have you been in circumstances where you thought . . .

For each item a-o, mark one response in column A and one response in column B.	**A. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation)**	**B. Civilians in the local community around an installation**
4	Often	Often
3	Sometimes	Sometimes
2	Once or twice	Once or twice
1	Never	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	O O O O	O O O O
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	O O O O	O O O O
c. Were condescending to you because of your race/ethnicity?	O O O O	O O O O
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	O O O O	O O O O
e. Displayed tattoos or wore distinctive clothes which were racist?	O O O O	O O O O
f. Did not include you in social activities because of your race/ethnicity?	O O O O	O O O O
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	O O O O	O O O O
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	O O O O	O O O O
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	O O O O	O O O O
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	O O O O	O O O O
k. Vandalized your property because of your race/ethnicity?	O O O O	O O O O
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	O O O O	O O O O
m. Physically threatened or intimidated you because of your race/ethnicity?	O O O O	O O O O
n. Assaulted you physically because of your race/ethnicity?	O O O O	O O O O
o. Bothered or hurt any of your family in any of these ways (items a-n) because of your or your family's race/ethnicity?	O O O O	O O O O

EQ9630A-Z, Note 10

30. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one alternative for each item.*

3 Yes, and my race/ethnicity was a factor
2 Yes, but my race/ethnicity was NOT a factor
1 No, or does not apply

	3	2	1
a. I was rated lower than I deserved on my last evaluation	O	O	O
b. My last evaluation contained unjustified negative comments	O	O	O
c. I was held to a higher performance standard than others	O	O	O
d. I did not get an award or a decoration given to others in similar circumstances	O	O	O
e. My current assignment has not made use of my job skills	O	O	O
f. I was not able to attend a major school needed for my specialty	O	O	O
g. I did not get to go to short (1- to 3-day) courses that would provide me with needed skills	O	O	O
h. I received lower grades than I deserved in my training	O	O	O
i. I did not get a job assignment that I wanted because of scores that I got on tests	O	O	O
j. My current assignment is not good for my career if I continue in the military	O	O	O
k. I did not receive day-to-day, short-term tasks that would help me prepare for advancement	O	O	O
l. I did not have a professional relationship with someone who advised (mentored) me on career development or advancement	O	O	O
m. I did not learn--until it was too late--of opportunities that would help my career	O	O	O
n. I was unable to get straight answers about my promotion possibilities	O	O	O
o. I or my family was discriminated against when seeking non-government housing	O	O	O
p. I or my family was made to feel unwelcome by a local business (for example, a store or restaurant)	O	O	O
q. I or my family did not get appropriate medical care	O	O	O
r. I or my family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did	O	O	O
s. I was excluded by my peers from social activities	O	O	O
t. Local civilian police harassed me or my family without cause	O	O	O
u. I or my family was watched more closely than others were by armed forces police	O	O	O
v. I was taken to nonjudicial punishment or court martial when I should not have been	O	O	O
w. I was punished for something that others did without being punished	O	O	O
x. I was afraid for me or my family to go off the installation because of gang activity	O	O	O
y. I was afraid for me or my family to go off the installation for other reasons	O	O	O
z. I was afraid for me or my family because of gang activity on the installation	O	O	O

EQ9631, Note 10

31. Have you or your family had other bad, race/ethnic related experiences during the past 12 months – experiences related to your job, an installation/ship, or a community around an installation?

1 O No
2 O Yes (*Please specify what happened and to whom below; continue in Question 80 if more space needed).*

EQ9631SP
please print

EQ9632 EQ9632S1 EQ9632S2, (GB95-72), Note 11

32. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30, and/or 31? *Mark one.*

1 O No
2 O Yes, some of it
3 O Yes, all of it
61 O Doesn't apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity --> ***GO TO QUESTION 58***

Description of One Situation

Think about the situation(s) you marked in Questions 29, 30, and 31 that happened because of race/ethnicity. Pick one situation to tell us about in

PLEASE DO NOT WRITE IN THIS AREA

SERIAL #

this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

EQ9633A-N, (GB95-73), Note 12

33. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? *Mark all that describe the situation that you are going to tell us about in this section.*

a O Offensive speech (for example, names, jokes, stories, remarks)
b O Offensive music, pictures, or printed material (for example, graffiti, pamphlets, posters)
c O Offensive non-verbal looks, dress, or appearance (for example, tattoos, distinctive clothes, hostile looks, stares)
d O Threats, intimidation, vandalism, or physical assault
e O Being left out socially, social isolation
f O Being left out of information affecting your job or career
g O Discrimination in assignment(s)
h O Discrimination in discipline/punishment
i O Harassment/discrimination by police
j O Discrimination in training opportunities
k O Harassment/discrimination by service providers (for example, in stores, in obtaining health care)
l O Discrimination in career development or promotion
m O Discrimination in performance evaluations or awards
n O Other (*Please specify below*)↓

EQ9633SP

please print

EQ9634A-F, (GB95-74,75,76)

34. Did this situation that bothered you occur ...

	2 Yes	1 No	-6 Does not apply
a. Mostly at a military installation?	O	O	
b. Mostly at work (the place where you perform your military duties)?	O	O	
c. Mostly during duty hours	O	O	
d. Mostly in the local community around an installation?	O	O	
e. Mostly to you?	O	O	
f. Mostly to your family?	O	O	O

EQ9635A-F, (GB95-85,88)

35. When this situation occurred, were you ...

	2 Yes	1 No
a. A student in a military course?	O	O
b. Serving aboard ship at sea?	O	O
c. In a work environment where members of your race/ethnicity are uncommon?	O	O
d. In a work environment where members of racial/ethnic minorities are uncommon?	O	O
e. Deployed on a peace keeping mission such as in Bosnia?	O	O
f. At your current duty station?	O	O

EQ9636

36. Where did this situation mostly occur? *Mark one.*

1 O In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession (*Please print the two-letter postal abbreviation - for example, "AK" for Alaska)*

EQ9636SP; EQ9636CD*, Note 13

2 O South or North America--outside the U.S.
3 O Europe
4 O Middle East
5 O Australia/New Zealand
6 O Asia or other Pacific islands
7 O Africa
8 O Antarctica

EQ9637A-J, (GB95-78)

37. Was the person(s) who did it ...

	2 Yes	1 No
a. Your immediate supervisor?	O	O
b. Your unit commander?	O	O
c. Person(s) of higher rank/grade than you?	O	O
d. Your co-worker(s)?	O	O
e. Person(s) reporting to you?	O	O
f. Service member(s)?	O	O
g. Service/DoD civilian employee(s)?	O	O
h. Service/DoD civilian contractor(s)?	O	O
i. Person(s) in the local community?	O	O
j. Other or unknown person(s)?	O	O

EQ9638, (GB95-80)

38. What was the gender of the person(s)?

1 O Male
2 O Female
3 O Some were male and some were female
99 O Don't know

EQ9639A-G, (GB95-79), Note 14

39. What was the racial/ethnic background(s) of the person(s)? *Mark all that apply.*

a O White
b O Black, African-Amer.
c O Indian (Amer.), Eskimo, Aleut
d O Asian, Pacific Islander
e O Spanish/Hispanic
f O Other race *(Please specify below)*↓

EQ9639SP, EQ9639CD*
please print

g O Don't know

EQ9640A-D, (GB95-84)

40. Using the following scale, indicate the degree to which you found this situation to be . . .

5 Extremely
4 Very
3 Moderately
2 Slightly
1 Not at all

	1	2	3	4	5
a. Annoying	O	O	O	O	O
b. Offensive	O	O	O	O	O
c. Disturbing	O	O	O	O	O
d. Threatening	O	O	O	O	O

EQ9641A-L, (GB95-89,92,94,97)

41. Did you experience any of the following effects as a result of this discrimination or harassment?

	1 No	2 Yes
a. Lost time from work	O	O
b. Decreased productivity	O	O
c. Loss of trust or other negative feelings about co-workers	O	O
d. Loss of trust or other negative feelings about supervisors or chain of command	O	O
e. Thoughts about getting out of my Service	O	O
f. Physical ailments (for example, headaches, upset stomach, high blood pressure, difficulty sleeping, loss of appetite)	O	O
g. Sadness or depression	O	O
h. Anger or rage	O	O
i. Stress, anxiety, or fear	O	O
j. Low self-esteem	O	O
k. Thoughts of suicide	O	O
l. Thoughts of physically harming the person(s) who did it	O	O

EQ9642, (GB95-81)

42. During the course of the situation you have in mind, how often did the event(s) occur?

1 O Once
2 O Occasionally
3 O Frequently
4 O Almost everyday

EQ9643, (GB95-82)

43. How long did this situation last (or if continuing, how long has it been going on)?

1 O Less than 1 week
2 O 1 week to less than 1 month
3 O 1 month to less than 3 months
4 O 3 months to less than 6 months
5 O 6 months to less than 9 months
6 O 9 months to less than 12 months
7 O 12 months or more

EQ9644, (GB95-83)

44. Is this situation still going on?

2 O Yes 1 O No

EQ9645A-K, (GB95-99)

45. Other than reporting it, did you take any of the following actions to stop it?

4 Yes, and it made things better
3 Yes, but it made no difference
2 Yes, and it made things worse
1 No, I did not do this

	1	2	3	4
a. I ignored the behavior	O	O	O	O
b. I avoided the person(s)	O	O	O	O
c. I asked or told the person(s) to stop (either orally or in writing)	O	O	O	O
d. I asked someone else to speak to the person(s) for me	O	O	O	O
e. I threatened to tell or told a co-worker(s)	O	O	O	O
f. I settled it myself physically	O	O	O	O
g. I acted as though it didn't bother me	O	O	O	O
h. I called a hotline for advice/ information (not to file a complaint)	O	O	O	O
i. I requested a transfer or temporary assignment elsewhere	O	O	O	O
j. I discussed it with or got advice from someone unofficially (for example, chaplains or counselors)	O	O	O	O
k. Other *(If you answered "Yes...", please specify below)*↓	O	O	O	O

EQ9645SP, Note 15

please print

Complaints Processing for the One Situation

EQ9646

46. Did the situation involve only civilians in the local community around an installation?

1 O No
2 O Yes

EQ9647 EQ9647SK, Note 16

47. To whom did you report this situation?

4 O To both community officials/offices/courts and installation/Service/DoD individuals/organizations
3 O Only to installation/Service/DoD individuals or organizations
2 O Only to community officials, offices, or courts (for example, local police or a county equal opportunity office) --> ***GO TO QUESTION 56***
1 O To none of these --> ***GO TO QUESTION 56***

EQ9648A-H EQ9648SK,, (GB95-100), Note 17

48. Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

	4 Yes, and it made things better	3 Yes, but it made no difference	2 Yes, and it made things worse	1 No, I did not report it to this person/office
a. My immediate supervisor	O	O	O	O
b. Someone else in my chain of command (including the commanding officer)	O	O	O	O
c. The supervisor(s) of the person(s) who did it	O	O	O	O
d. Military law enforcement officials (for example, military police)	O	O	O	O
e. A special military office responsible for handling these kinds of complaints (for example, Equal Opportunity, Social Actions, Military Civil Rights Office)	O	O	O	O
f. The Inspector General (IG) office	O	O	O	O
g. Judge Advocate General (JAG) office	O	O	O	O
h. Other installation/Service/DoD person or office with responsibility for follow-up *(If you answered "Yes...", please specify below)*↓	O	O	O	O

EQ9648SP, Note 18

please print

If you answered "No..." to every item in Question 48, *GO TO QUESTION 56.*

Questions 49 to 55 are about your experiences with reporting this situation to installation/Service/DoD individuals or organizations.

EQ9649, (GB95-102)

49. How long has it been since you first reported it?

1 O Less than 1 week
2 O 1 week to less than 1 month
3 O 1 month to less than 3 months
4 O 3 months to less than 6 months
5 O 6 months to less than 9 months
6 O 9 months to less than 12 months
7 O 12 months or more

EQ9650A-M, (GB95-101), Note 19

50. Were any of the following actions taken in response to your reporting it?

	2 Yes	1 No
a. The person(s) who did it were talked to about the behavior	O	O
b. The person(s) who did it were transferred or reassigned	O	O
c. The person(s) who did it had to apologize to me	O	O
d. Someone explained the rules on discrimination and harassment more clearly to everyone in the unit/office/place where the problem had occurred	O	O
e. My complaint was investigated	O	O
f. I was encouraged to drop the complaint	O	O
g. My complaint was discounted or not taken seriously	O	O
h. My supervisor or others in my chain of command were hostile toward me	O	O
i. My co-workers were hostile toward me	O	O
j. I requested and was granted a reassignment or transfer	O	O
k. I was reassigned against my will	O	O
l. I don't know what action was taken	O	O
m. Other *(If you answered "Yes", please specify below)*↓	O	O

EQ9650SP

please print

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SERIAL #

EQ9651A-F, (GB95-103)

51. How satisfied are you with the following as they relate to your experience with reporting this situation?

5 Very satisfied
4 Satisfied
3 Neither satisfied nor dissatisfied
2 Dissatisfied
1 Very dissatisfied

a. The availability of information on how to report or file a complaint..... O O O O O

b. How you were treated by the people handling your complaint ..... O O O O O

c. The amount of time required to resolve your complaint..... O O O O O

d. How well you were kept informed about the progress of your complaint..... O O O O O

e. How well the investigation outcome was explained to you ..... O O O O O

f. The complaint process overall ..... O O O O O

EQ9652, (GB95-106)

52. Do you feel that your chances of having a successful military career will be affected by making this report?

3 O Yes, my chances will be improved
1 O Yes, my chances will be worse
2 O No, my career will not be affected

EQ9653 EQ9653SK, (GB95-104), Note 20

53. Is the action still being processed?

1 O No
2 O Yes --➢ ***GO TO QUESTION 56***

EQ9654A-F

54. Please indicate whether the following statements about the outcome of your complaint are true.

2 True
1 False

a. They found my complaint to be substantiated..... O O

b. They corrected the situation ..... O O

c. They took action against the person(s)..... O O

d. They took action against me..... O O

e. They did nothing ..... O O

f. I don't know whether they did anything ..... O O

EQ9655, (GB95-105)

55. How satisfied are you with the outcome of your complaint?

5 O Very satisfied
4 O Satisfied
3 O Neither satisfied nor dissatisfied
2 O Dissatisfied
1 O Very dissatisfied

EQ9656SK EQ9656A-T, (GB95-107), Note 21

56. If you <u>did not report</u> all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? *Mark <u>all</u> that apply.*

a O Does not apply, I did report all of it to an installation/Service/DoD individual or organization --➢ ***GO TO QUESTION 57***
b O I did not think it was that important
c O I did not know what to do
d O I took care of the problem myself
e O I did not think anything would be done
f O I was afraid of retaliation or reprisals from the person(s) who did it
g O I was afraid of retaliation or reprisals from friends/associates of the person(s) who did it
h O I was afraid of retaliation or reprisals from my supervisor or chain of command
i O I thought I would not be believed
j O I thought it would make my work situation unpleasant
k O I thought it would take too much time and effort
l O The person(s) were not assigned to my duty station
m O It involved civilians living in the local community
n O I thought I would be labeled a troublemaker
o O I was talked out of making a formal report
p O I did not want to hurt the person(s)
q O I wanted to fit in
r O I didn't know the name(s) of the person(s)
s O I thought my performance evaluation or chance for promotion would suffer
t O Some other reason *(Please specify below)*↓

EQ9656SP

please print

EQ9657, (GB95-108)

57. How satisfied are you with the way <u>you</u> handled this situation involving discrimination/harassment?

5 O Very satisfied
4 O Satisfied
3 O Neither satisfied nor dissatisfied
2 O Dissatisfied
1 O Very dissatisfied

Space is provided in Question 80 for additional concerns or comments you may have about your experience with discrimination, harassment, or the complaint process.

Personnel Policies & Racial/Ethnic Relations

EQ9658A-J, (GB95-109)

58. In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

	2 Yes	1 No	99 Don't know
a. Establishing policies prohibiting it	O	O	O
b. Providing thorough investigation of complaints	O	O	O
c. Sticking to established timelines for investigation of complaints	O	O	O
d. Enforcing penalties against offenders	O	O	O
e. Enforcing penalties against unit commanders or other superiors who allow it to continue	O	O	O
f. Ensuring that information moves up the chain of command on such problems and incidents	O	O	O
g. Protecting those who make complaints	O	O	O
h. Publicizing the availability of hotlines for complaints	O	O	O
i. Publicizing the availability of formal complaint channels	O	O	O
j. Taking extra steps beyond mandatory requirements to understand and correct underlying issues or problems	O	O	O

EQ9659A-C, (GB95-110)

59. In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?

	2 Yes	1 No	99 Don't know
a. Senior leadership of my Service	O	O	O
b. Senior leadership of my installation/ship	O	O	O
c. My immediate supervisor	O	O	O

EQ9660

60. Has the military paid too much or too little attention to racial/ethnic discrimination and harassment in the past several years?

3 O Too much attention
2 O The right amount of attention
1 O Too little attention

EQ9661A-H, (GB95-113,125)

61. To what extent at your installation/ship . . .

	99 Don't know	5 Very large extent	4 Large extent	3 Moderate extent	2 Small extent	1 Not at all
a. Do people get away with racial/ethnic harassment or discrimination?	O	O	O	O	O	O
b. Do you feel free to report racial/ethnic harassment or discrimination without fear of bad things happening to you?	O	O	O	O	O	O
c. Are racial/ethnic relations good?	O	O	O	O	O	O
d. Are racial/ethnic relations good in the local community?	O	O	O	O	O	O
e. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	O	O	O	O	O	O
f. Do people feel free to use any recreation facilities regardless of race/ethnicity?	O	O	O	O	O	O
g. Are several members of a racial/ethnic group treated as if they are "trouble" when they get together?	O	O	O	O	O	O
h. Do personnel prefer to socialize with members of their own racial/ethnic group when they are off duty?	O	O	O	O	O	O

EQ9662A-C

62. To what extent ...

	5 Very large extent	4 Large extent	3 Moderate extent	2 Small extent	1 Not at all
a. Do you feel uneasy being around people who are of races/ethnicities different from yours?	O	O	O	O	O
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?	O	O	O	O	O
c. Do you feel competent interacting with people from different racial/ethnic groups?	O	O	O	O	O

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EQ9663SP EQ9663A-C, Note 22

63. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? *Mark all that apply.*

a O No
b O Yes, I thought I might be subject to it in a Command or on an installation/ship
c O Yes, I thought I might be subject to it in the local community around an installation

If you marked "Yes...", please specify where and why below; continue in Question 80 if more space needed.

EQ9663SP, Note 23

please print

EQ9664

64. During the past 12 months, have you been involved in a racial confrontation on your installation/ship?

1 O No, and I have not seen it happen to others
2 O No, but I have seen it happen to others
3 O Yes, but I have not seen it happen to others
4 O Yes, and I have seen it happen to others

EQ9665

65. During the past 12 months, have you been involved in a racial confrontation in the local community around your installation?

1 O No, and I have not seen it happen to others
2 O No, but I have seen it happen to others
3 O Yes, but I have not seen it happen to others
4 O Yes, and I have seen it happen to others

Some items below are about extremist organizations that promote supremacist causes, attempt to create illegal discrimination, advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

EQ9666AA-DD, EQ9666SA-SD, Note 24

66. *Mark all that apply to answer these questions.*

	d	c	b	a
	Yes, a Service member	Yes, a DoD civilian employee/contractor	Yes, someone else	No
a. Do you currently know someone who is a member of an extremist organization?	O	O	O	O
b. Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization?	O	O	O	O
c. During the past 12 months, has someone asked you to join an extremist organization?	O	O	O	O
d. During the past 12 months, has someone asked you to participate in extremist activities?	O	O	O	O

EQ9667A-D

67. To what extent are there problems at your installation/ship with . . .

	99	5	4	3	2	1
	Don't know	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Racist/extremist organizations or activities?	O	O	O	O	O	O
b. Racist/extremist organizations or activities in the local community?	O	O	O	O	O	O
c. Hate crimes/activities?	O	O	O	O	O	O
d. Hate crimes/activities in the local community?	O	O	O	O	O	O

If you answered that there are problems, please specify below. ↓

EQ9667SP, Note 25

please print

EQ9668A-B, (GB95-111)

68. To what extent do you know and understand ...

	5	4	3	2	1
	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. What kinds of words, symbols, and actions are considered racist or offensive to members of other race/ethnic groups?	O	O	O	O	O
b. The process for reporting racial/ethnic discrimination and harassment on your installation/ship?	O	O	O	O	O

EQ9669A-E, (GB95-129)

69. During the last 12 months, have you had any training on the following topics?

	2 Yes	1 No
a. Your Service's policies on racial/ethnic discrimination and harassment	O	O
b. Your Service's policies on members participating in extremist activities	O	O
c. Procedures for reporting racial/ethnic discrimination and harassment	O	O
d. How to identify and deal with racial/ethnic discrimination and harassment	O	O
e. Cross-cultural awareness and stereotypes	O	O

EQ9670 EQ9670SK, (GB95-130), Note 26

70. In total, about how much training have you had during the past 12 months on topics related to racial/ethnic equal opportunity issues?

1 O None, I haven't received any training --➤ ***GO TO QUESTION 73***
2 O 1 hour or less
3 O More than 1 hour, but no more than 4 hours
4 O More than 4 hours, but no more than 8 hours
5 O More than 8 hours

EQ9671, (GB95-131)

71. In your opinion, how effective was the training you received in making personnel aware of behaviors which might be seen as racial/ethnic discrimination or harassment?

1 O Not at all effective
2 O Slightly effective
3 O Moderately effective
4 O Very effective

EQ9672, (GB95-131)

72. In your opinion, how effective was the training you received at actually preventing/reducing behaviors which might be seen as racial/ethnic discrimination or harassment?

1 O Not at all effective
2 O Slightly effective
3 O Moderately effective
4 O Very effective

Progress in Equal Opportunity

EQ9673A-L

73. Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

3 Better in the military
2 No difference
1 Better as a civilian

	3	2	1
a. Promotion opportunities	O	O	O
b. Pay and benefits	O	O	O
c. Fair performance evaluations	O	O	O
d. Education and training opportunities	O	O	O
e. Quality of life	O	O	O
f. Fair administration of criminal justice	O	O	O
g. Chance to show pride in yourself	O	O	O
h. Chance to show pride in your racial/ethnic group	O	O	O
i. Freedom from harassment	O	O	O
j. Freedom from discrimination	O	O	O
k. Freedom from extremism/hate crimes	O	O	O
l. Racial/ethnic relations overall	O	O	O

EQ9674

74. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

2 O Yes 1 O No

EQ9675

75. Do you have close personal friends who are of a race/ethnicity different than yours?

2 O Yes 1 O No

EQ9676

76. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different than yours?

3 O More now
2 O About the same
1 O Fewer now

EQ9677

77. In your opinion, have race relations in our nation gotten better or worse over the last 5 years?

3 O Better today
2 O About the same as 5 years ago
1 O Worse today

EQ9678

78. In your opinion, have race relations in the military gotten better or worse over the last 5 years?

67 O Don't know—I have been in the military less than 5 years
3 O Better today
2 O About the same as 5 years ago
1 O Worse today

EQ9679A-J

79. In your opinion, have opportunities gotten better or worse over the last 5 years for ...

67 Don't know—I have been in the military less than 5 years
3 Better today
2 About the same as 5 years ago
1 Worse today

	3	2	1	67
a. Blacks, African-Americans in our nation?	O	O	O	
b. Hispanics in our nation?	O	O	O	
c. Am. Indians/Eskimos/Aleuts in our nation?	O	O	O	
d. Asians and Pacific Islanders in our nation?	O	O	O	
e. Whites in our nation?	O	O	O	
f. Blacks, African-Americans in the military?	O	O	O	O
g. Hispanics in the military?	O	O	O	O
h. Am. Indians/Eskimos/Aleuts in the military?	O	O	O	O
i. Asians and Pacific Islanders in the military?	O	O	O	O
j. Whites in the military?	O	O	O	O

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COMMENTS

COMMENT, (COMMENT), Note 27

80. If you have comments or concerns about this questionnaire or about the issues raised in this survey, please write them below. ***If you are continuing an answer to a specific question, please print the question number at the start of the comment.***

Any comments you make on this questionnaire will be kept confidential and used only in reporting general problems or issues. No follow-up action will be taken on specific situations reported below. If you want to report a discrimination or harassment problem, please consult your command Equal Opportunity, Social Action, or Civil Rights Office.

SRDATE, (SRDATE), Note 28

81. On what day did you complete this questionnaire?

Month	Day	
OJan		
OFeb		
OMar	⓪	⓪
OApr	①	①
OMay	②	②
OJun	③	③
OJul		④
OAug		⑤
OSep		⑥
OOct		⑦
ONov		⑧
ODec		⑨

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- **IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.**
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THANK YOU FOR YOUR TIME AND ASSISTANCE

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SERIAL #

Appendix B

Classification of Occupation Groups

Six tables in this appendix present information on minority group density in DoD occupation groups. This information is shown in separate tables for Blacks, Hispanics, and all minorities. Tables are shown first for enlisted personnel and then for officers.

The first column in each table is a public-release variable on the dataset that shows the categorization of occupations with similar densities. The second column on each table is the minority group density for the occupation group—This information is in a variable on the confidential part of the dataset. The third column in each table is the number of personnel in the occupation group. The next three columns present information on the minority group (Black, Hispanic, all minorities): the number of that minority in that occupation group, the cumulative count of that minority, and the cumulative percent of that minority. The final two columns are the occupation code (DUTYOCC, a variable in the confidential part of the dataset) and description from the occupational conversion index (Department of Defense, 1993).

Table B-1.
Enlisted Occupation Groups Classified by the Percentage of Blacks in the Group

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
.	20.74%	55706	11553			0	Unknown occupation.
1	2.24%	5180	116	116	0.04%	43	Ordnance Disposal and Diving - Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.
1	3.35%	2959	99	215	0.08%	21	Sonar - Includes specialists in the operation of sonar and related detection equipment.
1	6.00%	733	44	259	0.10%	14	Nuclear Weapons Equipment - Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.
1	8.79%	4514	397	656	0.24%	45	Musicians - Includes military bands personnel and special band musicians.
1	9.92%	6131	608	1264	0.47%	13	Sonar Equipment - Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.
1	10.01%	11198	1121	2385	0.88%	19	Other Electronic Equipment - Includes training devices, inertial navigation systems, and electronic instruments specialists.
1	10.17%	423	43	2428	0.90%	75	Industrial Gas and Fuel Production - Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.
1	10.81%	2813	304	2732	1.01%	63	Missile Mechanical and Electrical - Includes missiles and missile systems and related components.
1	10.91%	4527	494	3226	1.20%	42	Weather - Includes specialists in the collection of weather and sea condition data and in weather forecasting.
1	11.08%	3115	345	3571	1.32%	11	Fire Control Electronic Systems (Non-Missile) - Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.
1	11.19%	11694	1308	4879	1.81%	70	Metalworking - Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.
1	11.33%	21510	2437	7316	2.71%	23	Signal Intelligence/Electronic Warfare - Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.

Table B-1. (continued)

			Black				
RBLKDEN	BLKDEN	Population Count	Count	Cumulative Count	Cumulative Percent	Occupation Code	Occupation Description
1	12.30%	24828	3053	10369	3.84%	66	Power Generating Equipment - Includes nuclear power reactors and primary electric generating plants.
1	12.45%	803	100	10469	3.88%	91	Officer Candidates and Students - Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.
1	12.58%	106842	13440	23909	8.86%	60	Aircraft and Aircraft Related - Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.
1	13.01%	6101	794	24703	9.16%	15	ADP Computers - Includes all digital and analog computers.
1	13.33%	1530	204	24907	9.23%	67	Precision Equipment - Includes optical and other precision instruments and office machines.
1	13.54%	12593	1705	26612	9.87%	24	Intelligence - Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activ
1	14.10%	15955	2249	28861	10.70%	71	Construction - Includes specialists in construction trades and construction equipment operation.
1	14.12%	5781	816	29677	11.00%	86	Forward Area Equipment Support - Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.
1	14.26%	36712	5235	34912	12.94%	95	Not Occupationally Qualified - Includes bootcampers and other personnel in a training status.
1	14.61%	6755	987	35899	13.31%	79	Other Craftsworkers, N.E.C. -Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.
1	14.73%	30615	4509	40408	14.98%	83	Law Enforcement - Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.
2	15.45%	59827	9242	49650	18.41%	10	Radio/Radar - Includes fixed and mobile radio, air traffic and tracking radar; communication, navigation, and electronic countermeasure gear.
2	15.96%	3953	631	50281	18.64%	16	Teletype and Cryptographic Equipment - Includes teletype and associated on-and-off line encryption devices.
2	16.08%	22419	3605	53886	19.98%	7	Installation Security - Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.

Table B-1. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
2	16.18%	24606	3981	57867	21.45%	5	Air Crew - Includes pilots and navigators, flight engineers, and other air crewmen.
2	16.45%	23434	3854	61721	22.88%	65	Shipboard Propulsion - Includes marine main engines, boilers and auxiliary equipment.
2	16.64%	96111	15996	77717	28.81%	1	Infantry - Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.
2	16.73%	29944	5010	82727	30.67%	64	Armament and Munitions - Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.
2	16.90%	19448	3286	86013	31.89%	53	Data Processing - Includes computer operators, analysts, and programmers and electric accounting machine operators.
3	17.29%	25067	4334	90347	33.49%	12	Missile Guidance, Control and Checkout - Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.
3	17.97%	13150	2363	92710	34.37%	3	Combat Engineering - Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.
3	18.93%	3718	704	93414	34.63%	40	Photography - Includes still, motion, and television camera specialists , precision photographic processing, editing and broadcasting.
3	19.02%	14357	2730	96144	35.64%	2	Armor and Amphibious - Includes land and amphibious tank crews and leaders.
3	19.30%	16163	3120	99264	36.80%	25	Combat Operations Control - Includes specialists in forward area tactical operations and intelligence and in command post control activities.
3	19.50%	4020	784	100048	37.09%	57	Information and Education - Includes specialists in public affairs, radio/TV, and other types of information and education.
3	19.71%	21497	4238	104286	38.66%	22	Radar and Air Traffic Control - Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.
3	19.81%	12576	2491	106777	39.58%	72	Utilities - Includes plumbers, heating and cooling specialists, and electricians.

Table B-1. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
3	19.87%	7926	1575	108352	40.17%	32	Biomedical Sciences and Allied Health - Includes specialists in environmental health/preventative medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.
3	20.10%	393	79	108431	40.20%	85	Auxiliary Labor - Includes unskilled laborers and their supervisors.
3	20.70%	3595	744	109175	40.47%	41	Mapping, Surveying, Drafting, and Illustrating - Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.
3	20.91%	41692	8716	117891	43.70%	6	Seamanship - Includes boatswains, navigators, and other seamanship specialists.
3	22.07%	2383	526	118417	43.90%	92	Undesignated Occupations - Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.
3	22.38%	39084	8746	127163	47.14%	61	Automotive - Includes construction equipment and other wheeled and tracked vehicles.
3	22.46%	1692	380	127543	47.28%	76	Fabric, Leather, and Rubber - Includes specialists in the maintenance and repair of leather, rubber, and fabric.
3	22.48%	11722	2635	130178	48.26%	31	Ancillary Medical Support - Includes specialists in medical laboratory, pharmacy , and x-ray.
3	22.50%	15318	3446	133624	49.54%	49	Technical Specialists, N.E.C. - Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assist
4	23.11%	51764	11961	145585	53.97%	30	Medical Care - Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded.
4	26.01%	10816	2813	148398	55.01%	62	Wire Communications - Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.
4	27.66%	394	109	148507	55.05%	90	Patients and Prisoners - Includes personnel holding patient or prisoner designations.
4	28.93%	2969	859	149366	55.37%	56	Religious, Morale and Welfare - Includes chaplains' assistants and

Table B-1. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
							specialists in theater, arts, sports, and related activities.
4	28.97%	12248	3548	152914	56.69%	52	Clerical/Personnel - Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.
4	29.34%	29259	8585	161499	59.87%	4	Artillery/Gunnery, Rockets, and Missiles - Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.
4	29.77%	22971	6839	168338	62.40%	20	Radio and Radio Code - Includes Operators of radio, radio teletype, and visual communications equipment.
4	30.13%	9681	2917	171255	63.49%	54	Accounting, Finance and Disbursing - Includes audit and budget specialists, disbursing clerks, and other related specialists.
4	30.51%	7951	2426	173681	64.39%	33	Dental Care - Includes specialists in dental care and treatment and in dental laboratory services.
5	30.57%	20007	6116	179797	66.65%	81	Motor Transport - Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.
5	30.80%	46066	14189	193986	71.91%	50	Personnel - Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.
5	32.88%	93937	30882	224868	83.36%	55	Other Functional Support - Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.
6	33.22%	2309	767	225635	83.65%	69	Other Mechanical and Electrical Equipment - Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.
6	33.64%	13208	4443	230078	85.29%	26	Communications Center Operations - Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.
6	35.33%	968	342	230420	85.42%	74	Lithography - Includes the making of printing plates, composing, and the operation of offset and letter presses.
6	35.68%	6275	2239	232659	86.25%	34	Medical Administration and Logistics - Includes specialists in health care, medical logistics and patient administration and management.
6	36.33%	19317	7018	239677	88.85%	82	Materiel Receipt, Storage and Issue - Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of

Table B-1. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
							supplies, excluding ammunition.
6	37.36%	46806	17486	257163	95.33%	51	Administration - Includes clerks, typists, and stenographers and legal and medical administrative specialists.
6	37.56%	2058	773	257936	95.62%	84	Personal Service - Includes laundry, dry cleaning, and related services.
6	38.30%	30854	11817	269753	100.00%	80	Food Service - Includes specialists in the handling, preparation, and serving of food.
Total		1267265	269753				

Table B-2.
Enlisted Occupation Groups Classified by the Percentage of Hispanics in the Group

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
.	8.07%	55706	4498			0	Unknown occupation.
1	2.28%	394	9	9	0.01%	90	Patients and Prisoners - Includes personnel holding patient or prisoner designations.
1	3.13%	4020	126	135	0.16%	57	Information and Education - Includes specialists in public affairs, radio/TV, and other types of information and education.
1	3.55%	733	26	161	0.19%	14	Nuclear Weapons Equipment - Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.
1	3.68%	4514	166	327	0.39%	45	Musicians - Includes military bands personnel and special band musicians.
1	3.88%	5180	201	528	0.63%	43	Ordnance Disposal and Diving - Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.
1	3.88%	12593	489	1017	1.22%	24	Intelligence - Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activ
1	4.12%	2813	116	1133	1.35%	63	Missile Mechanical and Electrical - Includes missiles and missile systems and related components.
1	4.15%	6101	253	1386	1.66%	15	ADP Computers - Includes all digital and analog computers.
1	4.15%	4527	188	1574	1.88%	42	Weather - Includes specialists in the collection of weather and sea condition data and in weather forecasting.
1	4.24%	11198	475	2049	2.45%	19	Other Electronic Equipment - Includes training devices, inertial navigation systems, and electronic instruments specialists.
1	4.27%	19448	830	2879	3.44%	53	Data Processing - Includes computer operators, analysts, and programmers and electric accounting machine operators.
1	4.41%	21510	949	3828	4.58%	23	Signal Intelligence/Electronic Warfare - Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.

Table B-2. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
1	4.48%	30615	1373	5201	6.22%	83	Law Enforcement - Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.
1	4.80%	59827	2872	8073	9.65%	10	Radio/Radar - Includes fixed and mobile radio, air traffic and tracking radar; communication, navigation, and electronic countermeasure gear.
1	5.04%	3115	157	8230	9.84%	11	Fire Control Electronic Systems (Non-Missile) - Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.
1	5.08%	3953	201	8431	10.08%	16	Teletype and Cryptographic Equipment - Includes teletype and associated on-and-off line encryption devices.
1	5.12%	6131	314	8745	10.46%	13	Sonar Equipment - Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.
1	5.20%	2959	154	8899	10.64%	21	Sonar - Includes specialists in the operation of sonar and related detection equipment.
1	5.23%	15955	834	9733	11.64%	71	Construction - Includes specialists in construction trades and construction equipment operation.
1	5.26%	15318	805	10538	12.60%	49	Technical Specialists, N.E.C. - Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assist
1	5.36%	1530	82	10620	12.70%	67	Precision Equipment - Includes optical and other precision instruments and office machines.
1	5.38%	1692	91	10711	12.81%	76	Fabric, Leather, and Rubber - Includes specialists in the maintenance and repair of leather, rubber, and fabric.
1	5.43%	3718	202	10913	13.05%	40	Photography - Includes still, motion, and television camera specialists , precision photographic processing, editing and broadcasting.
1	5.45%	11694	637	11550	13.81%	70	Metalworking - Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.
1	5.49%	29944	1645	13195	15.78%	64	Armament and Munitions - Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.
2	5.53%	16163	894	14089	16.85%	25	Combat Operations Control - Includes specialists in forward area

Table B-2. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
							tactical operations and intelligence and in command post control activities.
2	5.58%	24828	1385	15474	18.50%	66	Power Generating Equipment - Includes nuclear power reactors and primary electric generating plants.
2	5.67%	423	24	15498	18.53%	75	Industrial Gas and Fuel Production - Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.
2	5.72%	13208	755	16253	19.44%	26	Communications Center Operations - Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.
2	5.84%	3595	210	16463	19.69%	41	Mapping, Surveying, Drafting, and Illustrating - Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.
2	6.01%	7926	476	16939	20.26%	32	Biomedical Sciences and Allied Health - Includes specialists in environmental health/preventative medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.
2	6.01%	39084	2349	19288	23.07%	61	Automotive - Includes construction equipment and other wheeled and tracked vehicles.
2	6.02%	6275	378	19666	23.52%	34	Medical Administration and Logistics - Includes specialists in health care, medical logistics and patient administration and management.
2	6.03%	106842	6442	26108	31.22%	60	Aircraft and Aircraft Related - Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.
2	6.05%	22419	1357	27465	32.84%	7	Installation Security - Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.
3	6.16%	21497	1324	28789	34.43%	22	Radar and Air Traffic Control - Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.
3	6.20%	13150	815	29604	35.40%	3	Combat Engineering - Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.
3	6.46%	30854	1992	31596	37.78%	80	Food Service - Includes specialists in the handling, preparation, and

Table B-2. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
							serving of food.
3	6.50%	12576	817	32413	38.76%	72	Utilities - Includes plumbers, heating and cooling specialists, and electricians.
3	6.53%	9681	632	33045	39.52%	54	Accounting, Finance and Disbursing - Includes audit and budget specialists, disbursing clerks, and other related specialists.
3	6.74%	2969	200	33245	39.76%	56	Religious, Morale and Welfare - Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.
3	6.74%	22971	1548	34793	41.61%	20	Radio and Radio Code - Includes Operators of radio, radio teletype, and visual communications equipment.
3	6.77%	10816	732	35525	42.48%	62	Wire Communications - Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.
3	6.81%	11722	798	36323	43.44%	31	Ancillary Medical Support - Includes specialists in medical laboratory, pharmacy , and x-ray.
3	6.82%	968	66	36389	43.52%	74	Lithography - Includes the making of printing plates, composing, and the operation of offset and letter presses.
3	6.84%	46066	3149	39538	47.28%	50	Personnel - Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.
3	6.93%	2309	160	39698	47.47%	69	Other Mechanical and Electrical Equipment - Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.
3	6.95%	5781	402	40100	47.95%	86	Forward Area Equipment Support - Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.
3	6.97%	803	56	40156	48.02%	91	Officer Candidates and Students - Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.
4	7.04%	96111	6765	46921	56.11%	1	Infantry - Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.
4	7.06%	93937	6629	53550	64.04%	55	Other Functional Support - Includes specialists who provide support in

Table B-2. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
							the functional areas of supply accounting and procurement, transportation, flight operations and related areas.
4	7.19%	20007	1438	54988	65.76%	81	Motor Transport - Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.
5	7.32%	51764	3788	58776	70.29%	30	Medical Care - Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded.
5	7.35%	23434	1723	60499	72.35%	65	Shipboard Propulsion - Includes marine main engines, boilers and auxiliary equipment.
5	7.36%	14357	1056	61555	73.61%	2	Armor and Amphibious - Includes land and amphibious tank crews and leaders.
5	7.43%	29259	2175	63730	76.21%	4	Artillery/Gunnery, Rockets, and Missiles - Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.
5	7.65%	6755	517	64247	76.83%	79	Other Craftsworkers, N.E.C. -Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.
5	7.87%	46806	3682	67929	81.23%	51	Administration - Includes clerks, typists, and stenographers and legal and medical administrative specialists.
5	7.90%	19317	1526	69455	83.06%	82	Materiel Receipt, Storage and Issue - Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.
5	8.10%	2383	193	69648	83.29%	92	Undesignated Occupations - Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.
6	8.23%	25067	2064	71712	85.76%	12	Missile Guidance, Control and Checkout - Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.
6	8.28%	12248	1014	72726	86.97%	52	Clerical/Personnel - Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.
6	8.40%	393	33	72759	87.01%	85	Auxiliary Labor - Includes unskilled laborers and their supervisors.

Table B-2. *(continued)*

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
6	8.79%	2058	181	72940	87.22%	84	Personal Service - Includes laundry, dry cleaning, and related services.
6	8.93%	7951	710	73650	88.07%	33	Dental Care - Includes specialists in dental care and treatment and in dental laboratory services.
6	9.42%	36712	3459	77109	92.21%	95	Not Occupationally Qualified - Includes bootcampers and other personnel in a training status.
6	9.75%	41692	4065	81174	97.07%	6	Seamanship - Includes boatswains, navigators, and other seamanship *specialists.*
6	9.95%	24606	2449	83623	100.00%	5	Air Crew - Includes pilots and navigators, flight engineers, and other air crewmen.
Total		1267265	83623				

Table B-3.
Enlisted Occupation Groups Classified by the Percentage of Minorities in the Group

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
.	34.18%	55706	19043			0	Unknown occupation.
1	8.42%	5180	436	436	0.10%	43	Ordnance Disposal and Diving - Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.
1	10.38%	2959	307	743	0.18%	21	Sonar - Includes specialists in the operation of sonar and related detection equipment.
1	11.05%	733	81	824	0.20%	14	Nuclear Weapons Equipment - Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.
1	14.80%	4514	668	1492	0.35%	45	Musicians - Includes military bands personnel and special band musicians.
1	17.39%	11198	1947	3439	0.82%	19	Other Electronic Equipment - Includes training devices, inertial navigation systems, and electronic instruments specialists.
1	17.63%	6131	1081	4520	1.07%	13	Sonar Equipment - Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.
1	18.27%	2813	514	5034	1.19%	63	Missile Mechanical and Electrical - Includes missiles and missile systems and related components.
1	18.31%	4527	829	5863	1.39%	42	Weather - Includes specialists in the collection of weather and sea condition data and in weather forecasting.
1	18.84%	3115	587	6450	1.53%	11	Fire Control Electronic Systems (Non-Missile) - Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.
1	18.86%	21510	4057	10507	2.49%	23	Signal Intelligence/Electronic Warfare - Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.

Table B-3. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
1	21.76%	12593	2740	13247	3.14%	24	Intelligence - Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activ
1	21.83%	1530	334	13581	3.22%	67	Precision Equipment - Includes optical and other precision instruments and office machines.
1	22.00%	6101	1342	14923	3.54%	15	ADP Computers - Includes all digital and analog computers.
1	22.05%	11694	2579	17502	4.15%	70	Metalworking - Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.
1	22.67%	30615	6940	24442	5.80%	83	Law Enforcement - Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.
1	23.48%	106842	25090	49532	11.75%	60	Aircraft and Aircraft Related - Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.
1	23.64%	423	100	49632	11.78%	75	Industrial Gas and Fuel Production - Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.
1	24.00%	15955	3829	53461	12.69%	71	Construction - Includes specialists in construction trades and construction equipment operation.
1	24.18%	3953	956	54417	12.91%	16	Teletype and Cryptographic Equipment - Includes teletype and associated on-and-off line encryption devices.
1	24.25%	59827	14510	68927	16.36%	10	Radio/Radar - Includes fixed and mobile radio, air traffic and tracking radar; communication, navigation, and electronic countermeasure gear.
2	24.45%	19448	4756	73683	17.48%	53	Data Processing - Includes computer operators, analysts, and programmers and electric accounting machine operators.
2	25.12%	6755	1697	75380	17.89%	79	Other Craftsworkers, N.E.C. -Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.
2	25.13%	22419	5635	81015	19.22%	7	Installation Security - Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.
2	25.25%	24828	6269	87284	20.71%	66	Power Generating Equipment - Includes nuclear power reactors and primary electric generating plants.
2	25.42%	4020	1022	88306	20.95%	57	Information and Education - Includes specialists in public affairs, radio/TV, and other types of information and education.

Table B-3. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
2	25.82%	29944	7731	96037	22.79%	64	Armament and Munitions - Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.
2	26.12%	5781	1510	97547	23.15%	86	Forward Area Equipment Support - Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.
2	27.90%	803	224	97771	23.20%	91	Officer Candidates and Students - Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.
2	28.56%	21497	6139	103910	24.66%	22	Radar and Air Traffic Control - Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.
2	28.61%	36712	10503	114413	27.15%	95	Not Occupationally Qualified - Includes bootcampers and other personnel in a training status.
3	29.08%	96111	27952	142365	33.78%	1	Infantry - Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.
3	29.18%	3718	1085	143450	34.04%	40	Photography - Includes still, motion, and television camera specialists , precision photographic processing, editing and broadcasting.
3	29.64%	16163	4790	148240	35.18%	25	Combat Operations Control - Includes specialists in forward area tactical operations and intelligence and in command post control activities.
3	29.79%	13150	3917	152157	36.11%	3	Combat Engineering - Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.
3	30.16%	25067	7560	159717	37.90%	12	Missile Guidance, Control and Checkout - Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.
3	30.43%	24606	7488	167205	39.68%	5	Air Crew - Includes pilots and navigators, flight engineers, and other air crewmen.
3	30.53%	393	120	167325	39.71%	85	Auxiliary Labor - Includes unskilled laborers and their supervisors.
3	31.75%	12576	3993	171318	40.65%	72	Utilities - Includes plumbers, heating and cooling specialists, and electricians.

Table B-3. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
3	31.98%	14357	4591	175909	41.74%	2	Armor and Amphibious - Includes land and amphibious tank crews and leaders.
3	32.27%	23434	7561	183470	43.54%	65	Shipboard Propulsion - Includes marine main engines, boilers and auxiliary equipment.
3	32.41%	7926	2569	186039	44.15%	32	Biomedical Sciences and Allied Health - Includes specialists in environmental health/preventative medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.
3	32.68%	3595	1175	187214	44.43%	41	Mapping, Surveying, Drafting, and Illustrating - Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.
3	32.74%	394	129	187343	44.46%	90	Patients and Prisoners - Includes personnel holding patient or prisoner designations.
3	32.74%	1692	554	187897	44.59%	76	Fabric, Leather, and Rubber - Includes specialists in the maintenance and repair of leather, rubber, and fabric.
3	33.07%	15318	5065	192962	45.79%	49	Technical Specialists, N.E.C. - Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assist
3	33.32%	2383	794	193756	45.98%	92	Undesignated Occupations - Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.
3	34.37%	39084	13435	207191	49.17%	61	Automotive - Includes construction equipment and other wheeled and tracked vehicles.
4	35.78%	41692	14916	222107	52.71%	6	Seamanship - Includes boatswains, navigators, and other seamanship specialists.
4	36.82%	10816	3982	226089	53.65%	62	Wire Communications - Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.
4	37.71%	51764	19520	245609	58.28%	30	Medical Care - Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded.
4	39.52%	22971	9078	254687	60.44%	20	Radio and Radio Code - Includes Operators of radio, radio teletype,

Table B-3. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
							and visual communications equipment.
4	40.38%	11722	4733	259420	61.56%	31	Ancillary Medical Support - Includes specialists in medical laboratory, pharmacy , and x-ray.
4	41.93%	2969	1245	260665	61.85%	56	Religious, Morale and Welfare - Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.
4	42.12%	29259	12323	272988	64.78%	4	Artillery/Gunnery, Rockets, and Missiles - Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.
4	42.15%	12248	5163	278151	66.00%	52	Clerical/Personnel - Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.
5	42.72%	20007	8546	286697	68.03%	81	Motor Transport - Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.
5	43.90%	46066	20221	306918	72.83%	50	Personnel - Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.
5	44.25%	13208	5844	312762	74.22%	26	Communications Center Operations - Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.
5	46.37%	9681	4489	317251	75.28%	54	Accounting, Finance and Disbursing - Includes audit and budget specialists, disbursing clerks, and other related specialists.
6	47.15%	93937	44295	361546	85.79%	55	Other Functional Support - Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.
6	48.04%	968	465	362011	85.90%	74	Lithography - Includes the making of printing plates, composing, and the operation of offset and letter presses.
6	48.25%	7951	3836	365847	86.81%	33	Dental Care - Includes specialists in dental care and treatment and in dental laboratory services.
6	48.30%	6275	3031	368878	87.53%	34	Medical Administration and Logistics - Includes specialists in health care, medical logistics and patient administration and management.
6	50.53%	46806	23653	392531	93.15%	51	Administration - Includes clerks, typists, and stenographers and legal and medical administrative specialists.
6	50.86%	19317	9824	402355	95.48%	82	Materiel Receipt, Storage and Issue - Includes specialists in the receipt,

Table B-3. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
							storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.
6	52.06%	2309	1202	403557	95.76%	69	Other Mechanical and Electrical Equipment - Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.
6	53.06%	2058	1092	404649	96.02%	84	Personal Service - Includes laundry, dry cleaning, and related services.
6	54.34%	30854	16766	421415	100.00%	80	Food Service - Includes specialists in the handling, preparation, and serving of food.
Total		1267265	421415				

Table B-4.
Officer Occupation Groups Classified by the Percentage of Blacks in the Group

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
.	8.45%	27660	2337			0	Unknown occupation.
1	0.00%	3	0	0	0.00%	5N	Scientists and Professionals, N.E.C. - Includes scientists and professionals that are not readily classifiable in one of the previous groups.
1	1.10%	821	9	9	0.05%	5B	Meteorologists - Includes meteorologists and weather officers.
1	1.28%	8611	110	119	0.72%	2A	Fixed-Wing Fighter and Bomber Pilots - Includes pilots of various types of fighter, attack, and bomber aircraft.
1	2.27%	10020	227	346	2.09%	2B	Other Fixed-Wing Pilots - Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.
1	2.83%	424	12	358	2.17%	7L	Inspection - Includes Inspector General and technical inspection positions.
1	2.91%	894	26	384	2.32%	5D	Social Scientists - Includes historians, economists, sociologists, and other social scientists except psychologists.
1	3.17%	1610	51	435	2.63%	5A	Physical Scientists - Includes physicists, chemists, geologists, and other physical scientists except meteorologists.
1	3.21%	5760	185	620	3.75%	2D	Aircraft Crews - Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.
1	3.45%	3852	133	753	4.55%	1B	Executives, N.E.C. - Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.
1	3.47%	9407	326	1079	6.53%	2C	Helicopter Pilots - Includes pilots of various types of helicopters.
1	3.55%	844	30	1109	6.71%	4J	Safety - Includes ground, aviation, weapons, and nuclear safety officers.
1	3.69%	11340	419	1528	9.24%	6A	Physicians - Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.
1	3.81%	105	4	1532	9.27%	1A	General and Flag - Includes all occupations where individuals involved are of General or Flag rank.
1	4.29%	2939	126	1658	10.03%	6C	Dentists - Includes all dental officers, arranged by dental specialty.

Table B-4. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
1	4.35%	644	28	1686	10.20%	4N	Other - Includes engineering and maintenance officers that are not readily classified in one of the previous groups.
1	4.95%	323	16	1702	10.29%	6G	Veterinarians - Includes all veterinary officers and warrant officer food inspection technicians.
1	5.22%	1532	80	1782	10.78%	4G	Ship Construction and Maintenance - Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.
1	5.28%	4015	212	1994	12.06%	5F	Legal - Includes lawyers and legal officers.
1	5.72%	2411	138	2132	12.89%	4H	Ship Machinery -Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary machinery; also includes officers involved in the operation of such machinery.
1	5.75%	7875	453	2585	15.63%	3A	Intelligence, General - Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.
1	5.78%	294	17	2602	15.74%	5E	Psychologists - Includes all psychologists and human performance engineers.
2	5.79%	2886	167	2769	16.75%	4B	Electrical/Electronic - Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.
2	5.82%	16198	943	3712	22.45%	2G	Operations Staff - Includes combat, operations, and intelligence staff officers.
2	5.95%	5928	353	4065	24.58%	4D	Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.
2	6.04%	4153	251	4316	26.10%	4A	Construction and Utilities - Includes civil engineers, architects, and other construction and utilities officers.
2	6.19%	1970	122	4438	26.84%	7B	Training Administrators - Includes officers engaged in the planning, management, and operation of training programs.
2	6.23%	3034	189	4627	27.98%	5K	Educators and Instructors - Includes teachers and military college faculty members, excluding training administrators.
2	6.32%	5395	341	4968	30.05%	6H	Biomedical Sciences and Allied Health Officers - Includes therapists, optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.

Table B-4. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
2	6.66%	2103	140	5108	30.89%	5L	Research and Development Coordinators - Includes research and development directors, coordinators, and administrators.
3	7.13%	19142	1365	6473	39.15%	2E	Ground and Naval Arms - Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.
3	7.24%	1298	94	6567	39.72%	3B	Communications Intelligence - Includes intercept, analysis, translation, cryptology, and related communications intelligence.
3	8.04%	1020	82	6649	40.21%	3C	Counterintelligence - Includes installation, area, and other internal and counterintelligence.
3	8.07%	4462	360	7009	42.39%	8D	Procurement and Production - Includes contracting, property and other procurement and production officers.
3	8.23%	8361	688	7697	46.55%	9B	Students - Includes law students, medical students, flight students, and other trainees.
3	8.93%	616	55	7752	46.88%	5J	Mathematicians and Statisticians - Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.
3	8.94%	1052	94	7846	47.45%	7G	Information - Includes public and internal information officers.
3	9.00%	422	38	7884	47.68%	8G	Other - Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.
3	9.02%	133	12	7896	47.75%	7N	Morale and Welfare - Includes band, recreation, and special services officers.
4	9.15%	5860	536	8432	50.99%	6I	Health Services Administration Officers - Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.
4	9.39%	8604	808	9240	55.88%	9E	Other - Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.
4	10.00%	80	8	9248	55.93%	5M	Community Activities Officers - Includes counselors and human relations officers.
4	10.00%	10	1	9249	55.94%	9A	Patients - Includes officers holding patient designations.
4	10.52%	4276	450	9699	58.66%	7A	Administrators, General - Includes adjutants, aides, general

Table B-4. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
							administrative officers, and others not classifiable in one of the following groups.
4	10.59%	935	99	9798	59.26%	2F	Missiles - Includes guided and ballistic missile systems officers and unit commanders.
4	10.63%	2624	279	10077	60.94%	5G	Chaplains - Includes ordained and other certified clergymen.
4	10.83%	1551	168	10245	61.96%	4E	Ordnance - Includes weapons engineering and maintenance officers, excluding missile officers.
4	11.22%	98	11	10256	62.03%	4M	Surveying and Mapping - Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.
4	11.49%	148	17	10273	62.13%	7F	Pictorial - Includes photographic, motion picture, and television officers.
5	11.79%	10685	1260	11533	69.75%	6E	Nurses - Includes professional nurses including general duty nurses, nurse specialists and command/staff nurses, arranged by specialty.
5	12.00%	3776	453	11986	72.49%	8A	Logistics, General - Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.
5	12.02%	2445	294	12280	74.27%	7H	Police - Includes enforcement, investigations, corrections, and security officers.
5	12.45%	6209	773	13053	78.94%	7C	Manpower and Personnel - Includes manpower and personnel managers, administrators, and analysts, and related officers.
6	12.54%	9209	1155	14208	85.93%	4C	Communications and Radar - Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.
6	13.63%	719	98	14306	86.52%	4K	Chemical - Includes chemical engineers and staff officers.
6	13.66%	3111	425	14731	89.09%	7D	Comptrollers and Fiscal - Includes budget, finance, and accounting officers.
6	14.59%	2708	395	15126	91.48%	8C	Transportation - Includes land, sea, and air transportation operations officers, and traffic and travel control officers.
6	15.84%	4476	709	15835	95.77%	8B	Supply - Includes general, technical, and unit supply officers.
6	16.35%	1596	261	16096	97.35%	7E	Data Processing - Includes computer systems officers.
6	18.32%	131	24	16120	97.49%	8F	Exchange and Commissary - Includes all officers involved in the operation and management of military exchanges and commissaries.

Table B-4. (continued)

RBLKDEN	BLKDEN	Population Count	Black Count	Black Cumulative Count	Black Cumulative Percent	Occupation Code	Occupation Description
6	20.95%	1222	256	16376	99.04%	4L	Automotive and Allied - Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.
6	22.46%	374	84	16460	99.55%	8E	Food Service - Includes club and mess managers and other food service officers.
6	26.04%	288	75	16535	100.00%	4F	Missile Maintenance - Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.
Total		223032	16535				

Table B-5.
Officer Occupation Groups Classified by the Percentage of Hispanics in the Group

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
.	3.97%	27660	1097			0	Unknown occupation.
1	0.00%	3	0	0	0.00%	5N	Scientists and Professionals, N.E.C. - Includes scientists and professionals that are not readily classifiable in one of the previous groups.
1	0.00%	10	0	0	0.00%	9A	Patients - Includes officers holding patient designations.
1	0.49%	821	4	4	0.06%	5B	Meteorologists - Includes meteorologists and weather officers.
1	0.95%	105	1	5	0.08%	1A	General and Flag - Includes all occupations where individuals involved are of General or Flag rank.
1	1.22%	8611	105	110	1.75%	2A	Fixed-Wing Fighter and Bomber Pilots - Includes pilots of various types of fighter, attack, and bomber aircraft.
1	1.25%	80	1	111	1.77%	5M	Community Activities Officers - Includes counselors and human relations officers.
1	1.53%	3852	59	170	2.71%	1B	Executives, N.E.C. - Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.
1	1.62%	616	10	180	2.87%	5J	Mathematicians and Statisticians - Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.
1	1.86%	323	6	186	2.97%	6G	Veterinarians - Includes all veterinary officers and warrant officer food inspection technicians.
1	1.96%	10020	196	382	6.09%	2B	Other Fixed-Wing Pilots - Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.
1	2.00%	1052	21	403	6.42%	7G	Information - Includes public and internal information officers.
1	2.13%	844	18	421	6.71%	4J	Safety - Includes ground, aviation, weapons, and nuclear safety officers.
1	2.14%	2103	45	466	7.43%	5L	Research and Development Coordinators - Includes research and development directors, coordinators, and administrators.

Table B-5. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
1	2.24%	1610	36	502	8.00%	5A	Physical Scientists - Includes physicists, chemists, geologists, and other physical scientists except meteorologists.
1	2.28%	8361	191	693	11.05%	9B	Students - Includes law students, medical students, flight students, and other trainees.
1	2.32%	2886	67	760	12.12%	4B	Electrical/Electronic - Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.
1	2.35%	9407	221	981	15.64%	2C	Helicopter Pilots - Includes pilots of various types of helicopters.
1	2.35%	1532	36	1017	16.21%	4G	Ship Construction and Maintenance - Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.
2	2.40%	2624	63	1080	17.22%	5G	Chaplains - Includes ordained and other certified clergymen.
2	2.41%	4153	100	1180	18.81%	4A	Construction and Utilities - Includes civil engineers, architects, and other construction and utilities officers.
2	2.44%	4015	98	1278	20.37%	5F	Legal - Includes lawyers and legal officers.
2	2.45%	5928	145	1423	22.68%	4D	Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.
2	2.45%	5760	141	1564	24.93%	2D	Aircraft Crews - Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.
2	2.47%	4462	110	1674	26.69%	8D	Procurement and Production - Includes contracting, property and other procurement and production officers.
2	2.48%	644	16	1690	26.94%	4N	Other - Includes engineering and maintenance officers that are not readily classified in one of the previous groups.
2	2.54%	1970	50	1740	27.74%	7B	Training Administrators - Includes officers engaged in the planning, management, and operation of training programs.
2	2.61%	11340	296	2036	32.46%	6A	Physicians - Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.
3	2.74%	3034	83	2119	33.78%	5K	Educators and Instructors - Includes teachers and military college faculty members, excluding training administrators.
3	2.75%	8604	237	2356	37.56%	9E	Other - Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.
3	2.76%	5395	149	2505	39.93%	6H	Biomedical Sciences and Allied Health Officers - Includes therapists,

Table B-5. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
							optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.
3	2.78%	288	8	2513	40.06%	4F	Missile Maintenance - Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.
3	2.81%	16198	455	2968	47.31%	2G	Operations Staff - Includes combat, operations, and intelligence staff officers.
3	3.01%	133	4	2972	47.38%	7N	Morale and Welfare - Includes band, recreation, and special services officers.
3	3.03%	2939	89	3061	48.80%	6C	Dentists - Includes all dental officers, arranged by dental specialty.
4	3.06%	10685	327	3388	54.01%	6E	Nurses - Includes professional nurses including general duty nurses, nurse specialists and command/staff nurses, arranged by specialty.
4	3.06%	98	3	3391	54.06%	4M	Surveying and Mapping - Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.
4	3.07%	2445	75	3466	55.25%	7H	Police - Includes enforcement, investigations, corrections, and security officers.
4	3.11%	2411	75	3541	56.45%	4H	Ship Machinery -Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary machinery; also includes officers involved in the operation of such machinery.
4	3.21%	935	30	3571	56.93%	2F	Missiles - Includes guided and ballistic missile systems officers and unit commanders.
5	3.22%	19142	617	4188	66.76%	2E	Ground and Naval Arms - Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.
5	3.23%	5860	189	4377	69.78%	6I	Health Services Administration Officers - Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.
5	3.24%	6209	201	4578	72.98%	7C	Manpower and Personnel - Includes manpower and personnel managers, administrators, and analysts, and related officers.
5	3.26%	1596	52	4630	73.81%	7E	Data Processing - Includes computer systems officers.

Table B-5. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
5	3.30%	9209	304	4934	78.65%	4C	Communications and Radar - Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.
5	3.33%	7875	262	5196	82.83%	3A	Intelligence, General - Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.
6	3.42%	1551	53	5249	83.68%	4E	Ordnance - Includes weapons engineering and maintenance officers, excluding missile officers.
6	3.46%	4276	148	5397	86.04%	7A	Administrators, General - Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups.
6	3.55%	2708	96	5493	87.57%	8C	Transportation - Includes land, sea, and air transportation operations officers, and traffic and travel control officers.
6	3.55%	422	15	5508	87.80%	8G	Other - Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.
6	3.70%	1298	48	5556	88.57%	3B	Communications Intelligence - Includes intercept, analysis, translation, cryptology, and related communications intelligence.
6	3.71%	3776	140	5696	90.80%	8A	Logistics, General - Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.
6	3.92%	1020	40	5736	91.44%	3C	Counterintelligence - Includes installation, area, and other internal and counterintelligence.
6	4.01%	424	17	5753	91.71%	7L	Inspection - Includes Inspector General and technical inspection positions.
6	4.03%	719	29	5782	92.17%	4K	Chemical - Includes chemical engineers and staff officers.
6	4.08%	294	12	5794	92.36%	5E	Psychologists - Includes all psychologists and human performance engineers.
6	4.40%	3111	137	5931	94.55%	7D	Comptrollers and Fiscal - Includes budget, finance, and accounting officers.
6	4.45%	4476	199	6130	97.72%	8B	Supply - Includes general, technical, and unit supply officers.
6	4.73%	148	7	6137	97.83%	7F	Pictorial - Includes photographic, motion picture, and television officers.

Table B-5. (continued)

RHISPDEN	HISPDEN	Population Count	Hispanic Count	Hispanic Cumulative Count	Hispanic Cumulative Percent	Occupation Code	Occupation Description
6	4.83%	1222	59	6196	98.77%	4L	Automotive and Allied - Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.
6	5.15%	894	46	6242	99.51%	5D	Social Scientists - Includes historians, economists, sociologists, and other social scientists except psychologists.
6	5.61%	374	21	6263	99.84%	8E	Food Service - Includes club and mess managers and other food service officers.
6	7.63%	131	10	6273	100.00%	8F	Exchange and Commissary - Includes all officers involved in the operation and management of military exchanges and commissaries.
Total		223032	6273				

Table B-6.
Officer Occupation Groups Classified by the Percentage of Minorities in the Group

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
.	18.19%	27660	5031			0	Unknown occupation.
1	0.00%	3	0	0	0.00%	5N	Scientists and Professionals, N.E.C. - Includes scientists and professionals that are not readily classifiable in one of the previous groups.
1	4.58%	8611	394	394	1.23%	2A	Fixed-Wing Fighter and Bomber Pilots - Includes pilots of various types of fighter, attack, and bomber aircraft.
1	4.63%	821	38	432	1.34%	5B	Meteorologists - Includes meteorologists and weather officers.
1	5.71%	105	6	438	1.36%	1A	General and Flag - Includes all occupations where individuals involved are of General or Flag rank.
1	6.65%	3852	256	694	2.16%	1B	Executives, N.E.C. - Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.
1	6.82%	10020	683	1377	4.29%	2B	Other Fixed-Wing Pilots - Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.
1	8.65%	5760	498	1875	5.84%	2D	Aircraft Crews - Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.
1	8.82%	9407	830	2705	8.42%	2C	Helicopter Pilots - Includes pilots of various types of helicopters.
1	8.89%	844	75	2780	8.65%	4J	Safety - Includes ground, aviation, weapons, and nuclear safety officers.
1	9.29%	323	30	2810	8.75%	6G	Veterinarians - Includes all veterinary officers and warrant officer food inspection technicians.
1	9.38%	1610	151	2961	9.22%	5A	Physical Scientists - Includes physicists, chemists, geologists, and other physical scientists except meteorologists.
1	10.09%	644	65	3026	9.42%	4N	Other - Includes engineering and maintenance officers that are not readily classified in one of the previous groups.
1	11.68%	1970	230	3256	10.13%	7B	Training Administrators - Includes officers engaged in the planning, management, and operation of training programs.
1	11.71%	4015	470	3726	11.60%	5F	Legal - Includes lawyers and legal officers.

Table B-6. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
1	11.75%	2103	247	3973	12.36%	5L	Research and Development Coordinators - Includes research and development directors, coordinators, and administrators.
1	12.03%	133	16	3989	12.41%	7N	Morale and Welfare - Includes band, recreation, and special services officers.
1	12.08%	894	108	4097	12.75%	5D	Social Scientists - Includes historians, economists, sociologists, and other social scientists except psychologists.
2	12.27%	16198	1988	6085	18.94%	2G	Operations Staff - Includes combat, operations, and intelligence staff officers.
2	12.52%	3034	380	6465	20.12%	5K	Educators and Instructors - Includes teachers and military college faculty members, excluding training administrators.
2	12.55%	5928	744	7209	22.44%	4D	Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.
2	12.74%	424	54	7263	22.60%	7L	Inspection - Includes Inspector General and technical inspection positions.
2	13.07%	4153	543	7806	24.29%	4A	Construction and Utilities - Includes civil engineers, architects, and other construction and utilities officers.
2	13.12%	1532	201	8007	24.92%	4G	Ship Construction and Maintenance - Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.
2	13.13%	2939	386	8393	26.12%	6C	Dentists - Includes all dental officers, arranged by dental specialty.
2	13.54%	7875	1066	9459	29.44%	3A	Intelligence, General - Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.
2	13.80%	616	85	9544	29.70%	5J	Mathematicians and Statisticians - Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.
3	14.05%	19142	2690	12234	38.07%	2E	Ground and Naval Arms - Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.
3	14.14%	2411	341	12575	39.14%	4H	Ship Machinery -Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary machinery; also includes officers involved in the operation of such machinery.

Table B-6. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
3	14.38%	11340	1631	14206	44.21%	6A	Physicians - Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.
3	14.41%	1298	187	14393	44.79%	3B	Communications Intelligence - Includes intercept, analysis, translation, cryptology, and related communications intelligence.
3	14.54%	1052	153	14546	45.27%	7G	Information - Includes public and internal information officers.
3	14.69%	2886	424	14970	46.59%	4B	Electrical/Electronic - Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.
3	14.83%	5395	800	15770	49.08%	6H	Biomedical Sciences and Allied Health Officers - Includes therapists, optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.
4	14.90%	4462	665	16435	51.15%	8D	Procurement and Production - Includes contracting, property and other procurement and production officers.
4	15.07%	8604	1297	17732	55.18%	9E	Other - Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.
4	15.17%	8361	1268	19000	59.13%	9B	Students - Includes law students, medical students, flight students, and other trainees.
4	15.59%	1020	159	19159	59.63%	3C	Counterintelligence - Includes installation, area, and other internal and counterintelligence.
4	16.25%	80	13	19172	59.67%	5M	Community Activities Officers - Includes counselors and human relations officers.
4	16.33%	294	48	19220	59.82%	5E	Psychologists - Includes all psychologists and human performance engineers.
4	16.59%	422	70	19290	60.03%	8G	Other - Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.
4	17.15%	5860	1005	20295	63.16%	6I	Health Services Administration Officers - Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.
4	17.60%	1551	273	20568	64.01%	4E	Ordnance - Includes weapons engineering and maintenance officers, excluding missile officers.

Table B-6. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
4	17.73%	4276	758	21326	66.37%	7A	Administrators, General - Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups.
5	17.80%	2624	467	21793	67.82%	5G	Chaplains - Includes ordained and other certified clergymen.
5	18.37%	98	18	21811	67.88%	4M	Surveying and Mapping - Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.
5	19.10%	2445	467	22278	69.33%	7H	Police - Includes enforcement, investigations, corrections, and security officers.
5	19.31%	3776	729	23007	71.60%	8A	Logistics, General - Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.
5	19.57%	935	183	23190	72.17%	2F	Missiles - Includes guided and ballistic missile systems officers and unit commanders.
5	19.64%	10685	2099	25289	78.70%	6E	Nurses - Includes professional nurses including general duty nurses, nurse specialists and command/staff nurses, arranged by specialty.
5	19.79%	6209	1229	26518	82.53%	7C	Manpower and Personnel - Includes manpower and personnel managers, administrators, and analysts, and related officers.
5	20.00%	10	2	26520	82.53%	9A	Patients - Includes officers holding patient designations.
5	20.27%	148	30	26550	82.63%	7F	Pictorial - Includes photographic, motion picture, and television officers.
6	20.83%	9209	1918	28468	88.60%	4C	Communications and Radar - Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.
6	22.11%	719	159	28627	89.09%	4K	Chemical - Includes chemical engineers and staff officers.
6	22.34%	2708	605	29232	90.97%	8C	Transportation - Includes land, sea, and air transportation operations officers, and traffic and travel control officers.
6	22.63%	3111	704	29936	93.17%	7D	Comptrollers and Fiscal - Includes budget, finance, and accounting officers.
6	24.12%	1596	385	30321	94.36%	7E	Data Processing - Includes computer systems officers.
6	25.56%	4476	1144	31465	97.92%	8B	Supply - Includes general, technical, and unit supply officers.
6	31.75%	1222	388	31853	99.13%	4L	Automotive and Allied - Includes engineers and maintenance officers

Table B-6. (continued)

RMINDEN	MINDEN	Population Count	Minority Count	Minority Cumulative Count	Minority Cumulative Percent	Occupation Code	Occupation Description
							whose primary concern is with automotive and related equipment.
6	32.99%	288	95	31948	99.43%	4F	Missile Maintenance - Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.
6	36.10%	374	135	32083	99.85%	8E	Food Service - Includes club and mess managers and other food service officers.
6	37.40%	131	49	32132	100.00%	8F	Exchange and Commissary - Includes all officers involved in the operation and management of military exchanges and commissaries.
Total		223032	32132				

Appendix C

Copies of the Letters Sent to Potential Respondents

PERSONNEL AND READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

August 28, 1996

CW2 JOHN Q SAMPLE USA 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Chief Warrant Officer Sample:

You have been selected to participate in the "Equal Opportunity 1996 Survey." The survey's purpose is to assess Defense equal opportunity policies and programs and to identify where improvements are needed.

I urge you to complete and return it when it arrives in a few weeks. Prompt response will ensure that your opinions are reflected in the findings. Your responses to the survey will be confidential. Survey answers will be combined so that an individual member's responses cannot be identified. Only group statistics will be reported.

If the address on this letter is incorrect or your address will soon change, please take a moment to inform us of the corrected address. You can register your new address by calling our contractor at the tollfree number 1-800-881-5767. This tollfree line is provided for recording address changes only. If you prefer, you can mail this letter with your correct address to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967.

Thank you for your time and assistance in this important effort.

Sincerely,

Edwin Dorn
Under Secretary of Defense
(Personnel and Readiness)

09999999

PERSONNEL AND READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

September 23, 1996

CPT JOHN Q SAMPLE USA 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Captain Sample:

The Department of Defense is seeking your help in gathering important information about racial/ethnic discrimination and harassment in the Armed Forces. You were selected in a random sample of service members to participate in this study. The information you and other service members provide will be used to evaluate discrimination/harassment policies and programs and to identify areas where improvements are needed.

Enclosed is your copy of the "Equal Opportunity 1996 Survey." Completing this questionnaire should take 30 to 45 minutes. This is your opportunity to provide input into issues that affect you and all other service members.

Sometimes concern is expressed about the risks of responding frankly to such surveys. I assure you that your responses will be kept confidential and only group statistics will be reported. While survey processing is underway, the survey center must know your identity in order to send your survey materials. Only the survey center will have access to this information, and they will use it only in administering the survey. When data collection and data preparation are complete, information which could be used to identify individuals will be removed.

Please return your completed survey in the enclosed postage-paid envelope at your earliest convenience. Your time and cooperation are appreciated.

Sincerely,

Edwin Dorn
Under Secretary of Defense
(Personnel and Readiness)

04 Enclosure:
As Stated

09999999

PERSONNEL AND READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

October 16, 1996

CW4 JOHN Q SAMPLE USA 09999999
123 ANY STREET SW
ANY TOWN, DC 99999-9999

Dear Chief Warrant Officer Sample:

Recently, you were mailed the "Equal Opportunity 1996 Survey." I want to emphasize two things about this survey.

First, this survey is important. It allows military members to report first-hand on racial/ethnic discrimination and harassment. Findings from the survey will be used to modify Department policies and programs. Thus, results of this survey will influence decisions directly affecting all military members.

Second, your participation in this survey is important. You may feel that no one individual could be very important to the success of this survey. That is not the case. Because not every member receives a questionnaire, your answers also represent the views of many other service members.

You may have already completed and returned your survey. If so, thank you for your participation. No further action is required. If you have not, please take 30 to 45 minutes to complete the survey. It should be returned in the postage-paid envelope that was provided. Your responses will be held in strictest confidence.

If you have not received a copy of the survey, please take a moment to inform us of your correct address. You can register your new address by calling our contractor at the tollfree number 1-800-881-5767. If you did receive the survey, you do not need to call. If you prefer, you can return this letter with your correct address (written at the top of this letter) to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967. I appreciate your time and cooperation.

Sincerely,

Edwin Dorn
Under Secretary of Defense
(Personnel and Readiness)

09999999

PERSONNEL AND READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

October 28, 1996

CW4 JOHN Q SAMPLE USA 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Chief Warrant Officer Sample:

Several weeks ago, you were asked to participate in the "Equal Opportunity 1996 Survey." When this letter was written, we had not yet received your completed survey.

Your participation is very important. Your responses will help the Department of Defense assess what changes need to be made to equal opportunity policies and programs. This is your opportunity to provide information regarding concerns that directly impact all service members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not completed the survey, please fill out the questionnaire and return it in the enclosed postage-paid envelope.

Your time and cooperation are appreciated.

Sincerely,

Edwin Dorn
Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As Stated

09999999

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

November 25, 1996

CW4 JOHN Q SAMPLE USA 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Chief Warrant Officer Sample:

Recently you were asked to participate in the "Equal Opportunity 1996 Survey." Your completed questionnaire had not been received by the Survey Processing Station at the time this letter was mailed. Because your views and opinions are important, I want to offer you this final opportunity to add your input to the findings which will be reported from this survey.

Because these findings will be reported to Congress and used in the formulation of policy, I want them to represent accurately the opinions and attitudes of the entire military force. The sample was scientifically selected in such a way to ensure this representation, but the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope. For your views to be included in survey results, your questionnaire must be received within the next three weeks.

Thank you for your participation.

Sincerely,

Edwin Dorn
Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As Stated

09999999

U.S. Department of Transportation
United States Coast Guard

Commandant
United States Coast Guard

Washington, D.C. 20593-0001
Staff Symbol: G-M
Phone: (202) 267-0037

5350

August 28, 1996

**********5-DIGIT 08204
SN JOHN Q SAMPLE USCG 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Seaman Sample:

The Commandant recently approved Coast Guard participation in the "Equal Opportunity 1996 Survey" to assess the effectiveness of Coast Guard Civil Rights policies and programs, and to identify areas that may need improvement.

You were randomly selected to participate in this survey involving racial and ethnic issues. I urge you to complete your survey and return it as soon as it arrives in a few weeks. Your responses to this questionnaire will provide input in the formulation of personnel policies that directly affect you and fellow Coast Guard members.

Your responses to this survey will be confidential; your identity will be closely guarded. Only group statistics will be reported and no data identifying individuals will be released.

If the address on this letter is incorrect or your address will soon change, please take a moment to inform us of the corrected address. You can register your new address by calling our contractor at the toll-free number 1-800-881-5767. This toll-free line is provided for recording address changes only. If you prefer, you can mail this letter with your correct address to the following address:

DMDC Survey Processing Activity
c/o Data Recognition Corporation
5900 Baker Road
Minnetonka, MN 55345-5967

Thank you for your time and assistance in this important effort.

Sincerely,

W. R. Somerville

W. R. SOMERVILLE
Chief, Civil Rights

09999999

U.S. Department of Transportation
United States Coast Guard

Commandant
United States Coast Guard

Washington, D.C. 20593-0001
Staff Symbol: G-H
Phone: (202) 267-0037

5350

September 23, 1996

SA JOHN Q SAMPLE USCG 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Seaman Sample:

The Coast Guard and Department of Defense (DOD) are seeking your help in gathering information about important personnel issues in the Armed Forces. You were selected in a random sample of active duty Service members to participate in this study. The information you and other sampled Coast Guard and DOD members provide will be used in the formulation of military personnel policies, and in providing information to Congress on personnel issues.

Enclosed is your copy of the "Equal Opportunity 1996 Survey." Completing this survey should take about 30 to 45 minutes of your time. Because not every military member receives a questionnaire, your answers also represent the views of many other Coast Guard members as well. This is your opportunity to provide input on issues which directly affect you and fellow Coast Guard members.

Your responses to this survey will be confidential; your identity will be closely guarded. Only group statistics will be reported and no data identifying individuals will be released.

At your earliest convenience, please return your completed survey in the enclosed pre-addressed, postage-paid envelope.

Your cooperation and assistance are appreciated.

Sincerely,

W. R. Somerville

W. R. SOMERVILLE
Chief, Civil Rights

04 Enclosure

09999999

U.S. Department of Transportation
United States Coast Guard

Commandant
United States Coast Guard

Washington, D.C. 20593-0001
Staff Symbol: C-H
Phone: (202) 267-0037

5350

October 16, 1996

PO3 JOHN Q SAMPLE USCG 09999999
123 ANY STREET SW
ANYTOWN DC 99999-9999

Dear Petty Officer Sample:

Recently, you were mailed the "Equal Opportunity 1996 Survey." I would like to emphasize two things about this survey.

First, the survey is important. It allows military members to report firsthand on issues related to racial and ethnic discrimination. Findings from the survey will be used in the formulation of Coast Guard and Department of Defense (DOD) personnel policies and programs. Thus, the results of this survey will influence decisions directly related to the quality of life for all military members.

Second, your participation in this survey is important. You may feel that no one individual could be very important to the success of this survey. However, that is not the case. Because not every Coast Guard member receives a questionnaire, your answers also represent the views of many other Coast Guard members.

You may have already completed and returned your survey. If so, thank you for your participation. If you have not, please take 30 to 45 minutes to complete the survey and return it in the pre-addressed, postage-paid envelope provided. Your responses to this survey will be held in strictest confidence.

If you have not received a copy of the survey, please take a moment to inform us of your correct address by calling the DOD contractor at the toll-free number 1-800-881-5767. If you did receive the survey, you do not need to call. If you prefer, you can return this letter with your correct address to the following address:

DMDC Survey Processing Activity
c/o Data Recognition Corporation
5900 Baker Road
Minnetonka, MN 55345-5967

Again, I appreciate your cooperation and time.

Sincerely,

W. R. Somerville

W. R. SOMERVILLE
Chief, Civil Rights

09999999

U.S. Department of Transportation
United States Coast Guard

Commandant
United States Coast Guard

Washington, D.C. 20593-0001
Staff Symbol: G-H
Phone: (202) 267-0037

5350

October 28, 1996

PO3 JOHN Q SAMPLE USCG 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Petty Officer Sample:

Several weeks ago, you were asked to participate in the "Equal Opportunity 1996 Survey." Your participation is very important to us and, at this time, we have not received your response.

While participation is voluntary, your views are important to the success of the survey. Your responses will help the Coast Guard assess effectiveness and changes required in discrimination policies and programs. Your responses are important because they represent your views and the views of many other Coast Guard members not included in the survey sample. This is your opportunity to provide information regarding personnel concerns that directly impact the quality of life for all Coast Guard members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your survey, please discard the duplicate survey and accept my thanks. If you have not completed the survey, please complete the questionnaire and return it in the pre-addressed, postage-paid envelope provided. Your responses to this survey will be held in strictest confidence.

Your time and cooperation are appreciated.

Sincerely,

W. R. Somerville

W. R. SOMERVILLE
Chief, Civil Rights

Enclosure

09999999

U.S. Department of Transportation
United States Coast Guard

Commandant
United States Coast Guard

Washington, D.C. 20593-0001
Staff Symbol: G-H
Phone: (202) 267-0037

5350

November 25, 1996

PO3 JOHN Q SAMPLE USCG 09999999
123 ANY STREET SW
ANY TOWN DC 99999-9999

Dear Petty Officer Sample:

Recently, you were asked to participate in the "Equal Opportunity 1996 Survey." To date, your completed questionnaire has not been received by the Survey Processing Center. Because your opinions are important to us, I want to offer you this final opportunity to add your valued input to the findings of this survey.

Because these findings will be reported to Congress and used in the formulation of Coast Guard policies, we want them to accurately represent the opinions and attitude of the entire military work force. The sample was scientifically selected to ensure this representation but the success of this method depends on you and many others like you who will complete and return the questionnaire.

If you have not already done so, please take the time now to complete and return the survey. A duplicate survey is enclosed in case you misplaced your original questionnaire. For your views to be included in the survey results, your questionnaire must be received by the Survey Processing Center within the next three weeks.

Thank you for your participation.

Sincerely,

W. R. Somerville

W. R. SOMERVILLE
Chief, Civil Rights

Enclosure

09999999

Appendix D

Coding Scheme for the *Status of the Armed Forces Survey Form D—Equal Opportunity 1996*

Coding Scheme for the *Status of the Armed Forces Survey Form D—Equal Opportunity 1996*

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. This premise is historical fact for DMDC since DMDC rarely collects data only for immediate use or to answer one question. DMDC datasets are analyzed repeatedly over time by different people at both DMDC and other organizations (governmental and private). Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and the limitations of the data. This appendix describes (a) variable naming conventions, (b) how data are captured from the survey instruments, and (c) the edit process to create survey response variables for the analysis files.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey on sexual harassment in 1995 and an equal opportunity survey in 1996. Conventions discussed below are being used as a means for facilitating such analyses.

Non-survey-derived Variables

Variables names for non-survey-derived variables tend to be character strings that aid in remembering the meaning of the variable. Two important conventions were used in naming variables.

- A variable name from DMDC record files was used only if the data, values, and value-labels were identical to those from an official DMDC data file. When data were added to an analysis file unchanged from record data, the same variable name, values, and value labels were used. For example, "SVC" is a field in the ADMF and RCCPDS that indicates the member's Service; since the variable in the survey data file is identical to that in the record data from the month that the sample was drawn, the same variable name and labels were used. In contrast, the constructed variable CSERVICE was given a variable name that is not used in the official records so as not to confuse analysts who work routinely with record data.

- Beginning a variable name with "X" indicates that it is a special crossing (marginal) variable for key analyses. "X" variables typically involve using record data to impute values for missing data in survey items. "X" variables may also be used to mask data. In such cases, collapsing or recoding to missing is performed in order to preserve confidentiality of respondents. (See Appendix I for the programming that was used to compute "X" variables.)

Survey-derived Variables

Identical demographic items are used across many DMDC surveys. Each time that these items are used, identical variable names and values are used. The variable names for this group of demographic items start with *SR* (mnemonic for *s*urvey *r*eported). The following items in this survey fall into this category: SRSEX (for gender), SRED (for education), SRHISPA1 (for Hispanic ethnicity), SRRACE1 (for race), SRSVC (for armed Service), SRGRADE (for military paygrade), and SRMARST (for marital status) (see pp. A-3 and A-4 of the survey instrument). COMMENT (for a flag indicating if a comment has been entered) and SRDATE (for the date the survey was completed) are other standard variables across DMDC surveys (see p. 15 of survey instrument). Spouse versions of two standard items are introduced in this survey: SPHISPA1 and SPRACE1 are *sp*ouse versions of SRHISPA1 and SRRACE1 (see p. A-4 of the survey instrument).

Variable names for items that are not standardized across DMDC surveys start with 1 or 2 letters to represent the survey, followed by 2 digits to represent the year that data are gathered, and end with 4 numbers/letters corresponding to the questionnaire item. Because of how sorting is done, leading zeros are used so that items are ordered from "01" through "99". Typically, the last one or two of the 4 item-number digits is blank or contains a letter representing one of the sub-items within the question. The basic naming conventions are implemented as follows for *EOS*:

- The first and second positions are "EQ" for items appearing in the *Eq*ual Opportunity Survey. Recoded variables are named for the basic survey item and have an "R" replacing the "EQ" to indicate that is it a recoded variable.

- The third and fourth positions of the variable names are "96" to indicate that these data come from surveys administered in 1996.

- The fifth and sixth positions are the item numbers in the survey.

- Letters following the numbers for multipart items are usually representing the sub-item. The exceptions are:

    - Specify flags (ending in a 'SP') represent whether information has been written in a specify box. For example, if respondents to this survey indicate on Question 10 that they spent most of the last year in the U.S., they are directed to specify the two-letter abbreviation for where they spent most of their time. EQ9610SP is a flag variable that indicates whether text was entered in the write-in area, and whether the presence of text in this area is consistent with how the basic question was answered. For initial and interim files, specify flag variables are based on scanning the area of the survey for pencil marks. For the final data set, these variables are based on matching to the verbatim files to determine if legible text was entered in the write-in areas.

- Skip pattern flags (ending in 'SK') represent data quality for questions that direct respondents to skip later questions if they respond to that question in a certain way. For example, if respondents to this survey indicate on Question 14 that they were not married at any time in the last year, they are directed to skip Questions 15-18. EQ9614SK is a flag variable that indicates if the responses to Questions 14-18 are answered consistently with the skip directions.

- For certain write-in responses numeric codes are available. These variables are named for the basic survey item by appending 'CD' to the usual variable name of items that accept write-in answers. For example, Question 10 has the coding variable EQ9610CD to represent the FIPS code equivalent of the state postal abbreviation, in addition to the regular variable EQ9610 and the specify variable EQ9610SP. Since coding variables contain unique content based codes, every coding variable along with a special coding note is shown in the coding annotation of the survey in Appendix A.

Value Coding and Formats

Datasets were prepared as SAS system files. An OS or flat file version of the public-release file was then prepared from the SAS system file. This section describes how values were treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables were declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can only be done with variables that are declared as numeric. Values for alphabetic variables were input with $CHARww. formats to preserve leading, embedded, and trailing blanks.

Raw-Data Encoding Process

Responses on the surveys are edited for the analysis files in five coding steps.

1. Each response is coded with one of three types of standard codes: valid response option value (see Coding Annotation on the survey form in Appendix A), no response (-9), or multiple-response error (-8).
2. Specify flag variables are created, and codes are assigned to indicate if respondents wrote in responses correctly where fill-in boxes were used.
3. Skip flag variables are created, and codes are assigned to indicate if respondents completed the skip pattern correctly.
4. Special codes for valid skips are assigned to variables within skip patterns using a "forward coding" process.
5. Text code variables are created, and codes are assigned based on the content coding of the text entries. Content code variables created for this survey are: (a) Census coding

of race text entries, (b) text entered in the Comments section, and (c) other miscellaneous text entries.

The first step in creating the SAS system files involved the scanning of the surveys and resolution of problems based on visual inspection of problem surveys. All returned surveys were optically scanned to create raw data files containing "0" and "1" coding for every unmarked and marked scannable space on the survey. At this stage each item is evaluated individually and codes are assigned according to only what is marked in that item. These codes are based on the position of mark(s) in only one item and are found on the annotated forms in Appendix A. Problem codes are resolved by visual inspection of the survey form—these problems often arise from grid items (e.g., years of service). Data editors attempt to resolve every grid with no scanned response, an incomplete response, or multiple responses, by visually inspecting surveys. Missing values codes remain in the main data file if manual inspection of the item cannot resolve the grid entry.

In the coding sequence, coding in the second and later steps build on prior steps and usually involve values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of date variables, and the editing of skip patterns during steps 2 and 3.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in five tables. In these tables the value labels associated with each assigned code are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table D-1 contains basic SAS and flat file missing data codes.
- Table D-2 contains SAS and flat file missing data codes for dates.
- Table D-3 contains standard coding notes for flag variables.
- Table D-4 contains SAS and flat file special not applicable codes.
- Table D-5 provides special coding notes for items involving skip patterns or other non-obvious coding.

The codes presented in Table D-1 are general missing data codes that have been adopted recently for use on DMDC surveys. This table has separate columns for values used for SAS system files and the flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file codes differ from the SAS codes because SAS implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS. SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alphas representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a

multiple-response error in flat files is coded as a "-8", which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value ".A" is used to represent a multiple response error.

Data requirements of SUDAAN were also considered in coding this survey. Primarily this meant not using a code of zero which has a special use for certain procedures in SUDAAN for a variable being used as an independent variable.

Many types of missing data are common to scannable surveys and are self-explanatory. In general, missing data are coded as "-9" (SAS: .) when respondents *invalidly* skip the item; and multiple response errors are coded as "-8" (SAS: .A). Incompletely gridded responses that could not be resolved by visual inspection are coded as "-4" (SAS: .I). Out-of-range responses in grids (e.g., a current age less than minimum entry age for the military) are coded as "-7" (SAS: .O).

For a *single item* that contains a response alternative of "Not applicable", a missing data code of "-6" (SAS: .N) is typically used. When *multiple items* can be affected by a skip pattern or when item(s) have *multiple ways* to be not applicable, specific codes are used. This type of coding is discussed later in the section entitled "Skip Pattern Coding". That later section also explains using the code "-2" (SAS: .M) to denote implied continuations.

Multiple survey forms are sometimes used in a single effort, and the data from all the related forms may be combined into a single dataset for analysis. In a combined dataset, a code of "-5" (SAS: .F) indicates missing data for variables not on the form completed by a respondent. This code is not used on the files for this survey.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of "-1" (SAS: .B).

In very rare cases, a match might not be able to be made to official records. For example, some records might not have been found in the DEERS system for members sampled from the ADMF. In other cases, a duplicate survey might be returned that was marked as being completed by someone other than the member to whom it was sent. In such cases, a value of "-3" (SAS: .G) would be assigned to the official record variables; this code indicates that the survey could not be matched back to the sample file or to other official records.

Table D-1:
Basic SAS and Flat File Missing Data Codes

SAS File		Flat File		
Numeric	**Alpha**	**Numeric**	**Alpha**	**Description**
.	.	-9	.	*No response (invalid skip)*
.A	.A	-8	.A	*Multiple response error*
.O	.O	-7	.O	*Out-of-range error*
.N	.N	-6	.N	*Not applicable (valid skip)*
.F	.F	-5	.F	*Variable not on survey form.* This value is reserved for multiple form surveys.
.I	.I	-4	.I	*Incomplete grid error*
.G	.G	-3	.G	*No match on official records.* Only used for master file, sampling, and weighting variables for surveys that cannot be matched back to the sample file. Typically used in files of duplicate returns; these returns are not stored in the main or public use data files.
.M	.M	-2	.M	*Implied continuation.* Respondent's answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	*Blank/no survey.* Filler values for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.
99	DK	99	DK	*Don't know**

Notes. *Use of 'Don't know' as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is *sometimes* excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, it should be recoded as missing; in SAS datasets the value .D is suggested for use. Also, it is often useful to sum (across items) the number of times 'Don't know' is used as a response by a respondent.

Date Codes for Missing Data

Exact dates were formatted YYYYMMDD[12] (SAS input format YYMMDD8.) in anticipation of the turn of the century. Because SAS stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data (see Table D-2). The column headed YYYYMMDD shows how special missing data values for SRDATE are formatted in the flat file for this survey.[13] When SAS reads a date value from a flat file, it stores that date as the value in the column headed "Value read from input." SAS "if-then" statements were used to recode those values to the special missing value codes in the first column of Table D-2.

Table D-2:
SAS and Flat File Missing Data Codes for Dates

SAS File		Flat File		
Recoded value	**Value read from input**	**YYYYMMDD**	**MMMYYYY**	**Description**
.	-54908	18090901	SEP1809	No response (invalid skip)
.A	-55304	18080801	AUG1808	Multiple response error
.O	-55701	18070701	JUL1807	Out-of-range error
.N	-56096	18060601	JUN1806	Not applicable (valid skip)
.I	-56887	18040401	APR1804	Incomplete grid error
.B	-58073	18010101	JAN1801	Blank/no survey. Filler value for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.

Note. This conversion has already been done in the DMDC SAS files for this survey and SRDATE has the values shown under the "Recoded value" column.

[12] Similarly, dates given as months and years would be formatted as MONYYYY (e.g., AUG1993). When input by SAS format MONYY7., month/year dates are stored as if they specified the first day of the month.

[13] While there are no variables in this survey where only a month and year are entered, the column MMMYYYY is included in this table to illustrate how the coding works for this type of variable in other surveys.

Standard Flag Variables

As noted above, this survey employs two standard flag variables: specify flags and skip pattern flags. In the second edit step, specify flags are set in accordance with Table D-3. In the third edit step, skip flags are set in the manner discussed in Table D-3; however, the specifics for each skip flag are detailed in the next section. Note that two values ('-2/.M' and '-9/.') are used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

Table D-3:
Standard Coding Notes for Flag Variables

1 **SPECIFY FLAGS**. A flag variable (with the variable name ending in 'SP') is generated for each specify box. For example, Question 10 has the flag variable EQ9610SP. All specify flags are shown in the annotated survey in Appendix A. Specify flags are also discussed in Table D-5 if there are multiple responses that can indicate that the specify box should have text entered.

EQ96xxSP variables indicate the result of checking the specify box for marks and checking the parent variable to see if the specify-below response option was selected.

The skip flag variables are coded with one of six values.

1 *Valid skip*
Assigned to the flag variable (e.g., EQ9610SP = 1) if the respondent did not select the specify-below response option (e.g., EQ9610 = 2-8) and no text is entered in the specify-below box.

2 *Valid continuation*
Assigned to the flag variable (e.g., EQ9610SP = 2) if the respondent selected the specify-below response option (e.g., EQ9611 = 1) and the specify-below box contains text.

3 *Implied continuation*
Assigned to the flag variable (e.g., EQ9610SP = 3) if the respondent did not select the specify-below response option (e.g., EQ9610 = 2-8) but the specify-below box contains text.

4 *Invalid skip*
Assigned to the flag variable (e.g., EQ9610SP = 4) if the respondent selected the specify-below response option (e.g., EQ9611 = 1) but no text is entered in the specify-below box.

-2 *Missing continuation*
Assigned to the flag variable (e.g., EQ9610SP = -2) if the parent variable is missing (e.g., EQ9610 = -8 OR -9) and the specify-below box contains text.

-9 *Missing skip*
Assigned to the flag variable (e.g., EQ9610SP = -9) if the parent variable is missing (e.g., EQ9610 = -8 OR -9) and no text is entered in the specify-below box.

This can also be illustrated by a contingency table that shows the value of a specify variable (e.g., EQ9610SP) based on examining the values of the parent variable (e.g., EQ9610) and whether the respondent entered anything in the 'please specify below' box to provide the two-letter state postal abbreviation:

EQ9610 value after first edit step	text in box	
	yes	no
1 (specify)	2 (Valid continuation)	4 (Invalid skip)
values in range 2-8	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

CODED VARIABLES. A coded variable (with the variable name ending in 'CD') is generated for certain write-in responses. For example, Question 10 has the coded variable EQ9610CD. All coded variables are shown in the annotated survey in Appendix A. Coded variables may have the special values of *./-9 No response (invalid skip)*, .F/-5 *Variable not on survey form*, or .B/-1 *Blank/no survey* assigned in the first edit step of scanning. No other special values are assigned in editing for Specify Flags or Skip Flags because values assigned in these edit steps would often match legitimate codes used for standard codes such as the Census Bureau coding of race/ethnicity or FIPS coding of states. The specify flag for the question should be used to evaluate the legitimate cases for which the coded variable is appropriately analyzed.

2 **SKIP FLAGS**. A flag variable (with the variable name ending in 'SK') is generated for each skip pattern. For example, Question 14 has the flag variable EQ9614SK and the regular variable EQ9614. Skip variables are useful for evaluating the effectiveness of the skip pattern, and as a flag for screening out ambiguous response patterns during analysis. Skip flags are shown in the annotated survey in Appendix A and are discussed below in Table D-5.

The skip flag variables are coded with one of six values.

1 *Valid skip*
Assigned to the flag variable (e.g., EQ9614SK) if the parent variable indicates a skip (e.g., EQ9614 = 1) and the responses are missing for all items in the skip pattern (e.g., all of EQ9615 -- SPRACE1 = -9).

2 *Valid continuation*
Assigned to the flag variable (e.g., EQ9614SK) if the parent variable indicates a continuation (e.g., EQ9614 = 2) and the respondent answered at least one of the items in the skip pattern (e.g., at least one of EQ9615 -- SPRACE1 NE -9).

3 *Implied continuation*
Assigned to the flag variable (e.g., EQ9614SK = 3) if the parent variable indicates a skip (e.g., EQ9614 = 1) but the respondent answered one or more items in the skip pattern (e.g., at least one of EQ9615 -- SPRACE1 NE -9).

4 *Invalid skip*
Assigned to the flag variable (e.g., EQ9614SK = 4) if the parent variable indicates a continuation (e.g., EQ9614 = 2) but the responses are missing for all items in the skip pattern (e.g., all of EQ9615 -- SPRACE1 = -9).

-2 *Missing continuation*
Assigned to the flag variable (e.g., EQ9614SK = -2) if the parent variable is missing (e.g., EQ9614 = -8 OR -9) and the respondent answered one or more items in the skip pattern (e.g., at least one of EQ9615 -- SPRACE1 NE -9).

-9 *Missing skip*
Assigned to the flag variable (e.g., EQ9614SK = -9) if the parent variable is missing (e.g., EQ9614 = -8 OR -9) and the responses are missing for all items in the skip pattern (e.g., all of EQ9615 -- SPRACE1 = -9).

This can also be illustrated by a contingency table that shows the value of a skip variable (e.g., EQ9614SK) based on examining the values of the parent variable (e.g., EQ9614) and the variables in the skip pattern (e.g., EQ9615 -- SPRACE1) after the first edit step:

EQ9614 value after first edit step	EQ9615--SPRACE1 values after first edit step	
	at least one NE -9	all = -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

Special Codes For Skip Patterns

Coding steps 3 and 4 involve editing data to resolve discrepancies in skip patterns. Skip flags are created in step 3 (Tables D-3 and D-5) and special values are assigned to variables within the skip patterns in step 4 (Tables D-4 and D-5).

Discrepancies between a question that initiates a direction to skip and whether the respondent correctly follows the directions can be ignored, or resolved in one of two ways. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform.

Backward coding has been used in other recent DMDC surveys, most notably for the 1995 Sexual Harassment Surveys (Status of the Armed Forces Surveys Forms A-C). Separate skip flags were not used in the Sexual Harassment Surveys. Instead, the lead item for the skip pattern was recoded to -2 (SAS: .M), 'Implied continuation' resulting in a loss of data for those few skip patterns where more than one response option directs the respondent to skip items. (If only one response option initiates the skip and inconsistency is only checked for that response option, then an analyst can know exactly which response was marked that was recoded to -2 (SAS: .M), 'Implied continuation.' However, in this survey, if this convention were used, an analyst would not know which of two responses were marked by a respondent to Question 47 if the respondent also made a mark in any of Questions 48-55. For this and future DMDC surveys that use skip flags, analysts will have to decide whether to recode inconsistent responses to initial questions based on an assessment of skip flag variables.

In "forward" coding for skip patterns, data on the starting question are accepted as marked, and all data for the remaining items are ignored. Furthermore, answers to all of the subsequent items in the skip pattern are coded irretrievably -6 (SAS: .N), 'Not applicable (valid skip).' Given these limitations of forward coding, DMDC does not use forward coding to edit a respondent's answer unless a respondent only marks 'Not-applicable' alternatives in the skip pattern. In this case, it is assumed that the respondent went on to read the items within the skip pattern and "helped" by continuing to mark 'Not applicable' when there was no need to do so.

This survey is coded to preserve all data. Skip flags indicate if the skip directions were followed, and items within a skip pattern are forward coded only in the sense that special missing value codes are assigned to indicate that the questions were skipped consistently with the skip pattern. Analysts should evaluate the data for each skip pattern and decide how cases are to be handled. Generally this will mean backward coding of the initial item based on the skip flag. If the answer to the first item in a skip pattern indicates that the remaining items in the pattern should be skipped but the respondent answered the other skip-pattern items, the initial item may be recoded as missing by analysts (-2 [SAS: .M], 'Implied continuation'), as was done in data set preparation for previous DMDC surveys such as the 1995 Sexual Harassment Surveys. Where only one response can initiate a continuation, some analysts may recode the initial question to that response rather than to the missing data value (-2 [SAS: .M], 'Implied continuation').

As indicated above, questions within a skip pattern are "forward coded" to differentiate valid skips for non-applicable items from simple non-response. Survey-specific special values are assigned in edit coding 4 when the reason for an item not being applicable can be defined and used across multiple items.

A single item might have multiple codes for 'Not applicable'--each uniquely identified with a separate reason. Some 'Not applicable' reasons may be considered valid in calculating percentages while others may not. As a result, different reasons for an item being 'Not applicable' must be preserved by distinct codes. Special 'Not applicable' codes for the 1996 Equal Opportunity Survey are given in Table D-4. These special codes require the analyst to produce frequencies of missing values and then make situation-by-situation decisions on whether to use the missing-value cases in the calculation of percentages (or to exclude the cases and the part of the population that they represent).

Table D-4.
SAS and Flat File Special Not Applicable Codes

SAS File	Flat File	Description
60	60	*Not applicable.* Used when NAs might be counted as valid responses.
61	61	*Doesn't apply marked (Q32), consistent with 29-31.* Skip EQ9633A through EQ9657.
62	62	*Doesn't apply marked (Q32), but inconsistent with 29-31.* Skip EQ9633A through EQ9657.
63	63	*Doesn't apply--not reported through installation/Service/DoD.* Skip EQ9649A through EQ9655.
64	64	*Doesn't apply--ALL reported through installation/Service/DoD.* Skip EQ9656B through EQ9656SP.
65	65	*Doesn't apply--action still being processed.* Skip EQ9654A through EQ9655.
66	66	*Doesn't apply, I haven't received any training.* Skip EQ9671 through EQ9672.
81	81	*Doesn't apply--no spouse in last year.* Skip EQ9615 through SPRACOCD.

Note. Codes 60 through 66 were used similarly for SAFS 1995 Forms A-C (Sexual Harassment Surveys).

Table D-5 provides special coding notes for items involving skip patterns or other non-obvious coding. The number of the coding note is keyed to the Notes annotated on the survey instrument contained in Appendix A.

Table D-5.
Special Coding Notes

Note	Coding instructions and codebook specifications for Appendix G
1	**SRED, SREDA--SREDI, SRED_HI**. Although this item asks for one (highest grade or degree) response, respondents frequently mark multiple responses. SRED is coded as a standard mark one item while SREDA-SREDI are coded as a mark-all-that-apply. SREDA-SREDI are coded as 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for SREDA-SREDI if nothing is marked in the question. SRED_HI equals SRED except: where SRED equal -8, SRED_HI is constructed from SREDA-SREDI and is coded from 1 to 9 to represent the highest education marked. Codebook pages for SRED, SREDA-SREDI note: "Although this item asks for one (highest grade or degree) response, respondents frequently mark multiple responses. SRED is coded as a standard mark one item while SREDA-SREDI are coded as a mark-all-that-apply. SRED_HI equals SRED except where SRED has a multiple response error, SRED_HI has the code of the highest education level that was marked."
2	**EQ9607**. Responses were not checked for valid values at upper end of the range. Codebook page for EQ9607 notes: "This field is not checked for unlikely values; entries up to 49 years are accepted. Note, the master file variable 'TAFMS' (which is calculated in months) is edited such that values over 35 years and less than or equal to 40 years are recoded to 35 years while values over 40 years are recoded to missing."
3	**SRHISPA1**. Codebook page for SRHISPA1 notes: "This item is identical in wording to the standard DMDC SRHISPA item. However, coding differs from SRHISPA and the lead-in text to the item has not been used in other DMDC surveys."

4 **SRRACE1, SRRACICD, SRRACACD, SRRACOCD**. This race item differs from the DMDC standard item SRRACE. The coding variables contain content codes generated from text in the specify box. The content coding is performed in accordance with Census Bureau specifications.

Codebook page for SRRACE1 notes: "This race item differs from the DMDC standard item SRRACE in that write-in boxes are provided in this version for 'Indian (Amer.)' and 'Asian, Pacific Islander' categories. Two, the text before Question 8 has not been used in other DMDC surveys. Three, 'Eskimo, Aleut' is a category separate from 'Indians (Amer.),' unlike the standard DMDC SRRACE item."

Codebook pages for SRRACICD, SRRACACD, and SRRACOCD note: "Coding represents 1990 Decennial Census coding of the text written in the 'please specify' box. Codes are too numerous to list here."

5 **EQ9610CD**. This coding variables contain content codes generated from text in the specify box. The content coding is performed in accordance with FIPS standards.

Codebook pages for EQ9610CD note: "Coding represents Federal Information Processing Standard (FIPS) codes for the states, DC, PR, the Territories and Possessions, for the text written in the 'please specify' box. Codes are too numerous to list here."

6 **EQ9614SK, EQ9615--SPRACE1, SPRACISP, SPRACASP, SPRACOSP**. A mark for the 'No...' response (value = 1) in EQ9614 indicates a skip for EQ9615--SPRACE1, SPRACISP, SPRACASP, SPRACOSP. A mark for the 'Yes...' response (value = 2) in EQ9614 indicates a continuation.

EQ9614SK has the usual codes of 1, 2, 3, 4, -2, and -9 for a skip flag variable. Specifically:

EQ9614 value after first edit step	EQ9615--SPRACE1 values after first edit step	
	at least one NE -9	all EQ -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

One special code is used for forward coding of **EQ9615--SPRACE1, SPRACISP, SPRACASP, SPRACOSP**. Note that the specify variables (SPRACISP, SPRACASP, SPRACOSP) are created before this forward coding and are included in the forward coding. Each of SPRACISP, SPRACASP, SPRACOSP are checked where EQ9614SK = 1 and each of them that equals -9 is set equal to 81.

81 *Doesn't apply--no spouse in last year*
is assigned if EQ9614 equals 1 and no response is marked in EQ9615--SPRACE1. That is, if EQ9614SK = 1 then EQ9615--SPRACE1 are set equal to 81.

EQ9614 value	EQ9615--SPRACE1 values after first edit step	
after first edit step	at least one NE -9	all EQ -9
1 (direction to skip)		81 is assigned
2 (continuation)		
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

7 **SPRACE1, SPRACICD, SPRACACD, SPRACOCD**. This item is about the race of the spouse. The coding variables contain content codes generated from text in the specify box. The content coding is performed in accordance with Census Bureau specifications.

Codebook pages for SPRACICD, SPRACACD, and SPRACOCD note: "Coding represents 1990 Decennial Census coding of the text written in the 'please specify' box. Codes are too numerous to list here."

8 **EQ9619**.

Codebook page for EQ9619 notes: "Codes are too numerous to list here."

9 **EQ9624, EQ9624CD**. This item is about the race of the supervisor.

Codebook page for EQ9624CD notes: "Coding represents 1990 Decennial Census coding of the text written in the 'please specify' box. Codes are too numerous to list here."

10 **EQ9629AA--EQ9631SP, EQ9632, EQ9632S1**. EQ9632S1 is a skip flag that indicates the consistency of responses on EQ9632 with EQ9629AA--EQ9631. No editing of EQ9629AA--EQ9631SP is performed in the main data set based on this consistency check. Analysts should consider in their interpretations the consistency of responses indicated by EQ9632S1, and may decide to do further recoding.

11 **EQ9632, EQ9632S1, EQ9632S2, EQ9633A--EQ9657**. EQ9632 is the pivotal item in the survey and is checked for consistency back to EQ9629AA--EQ9631 and forward through EQ9633A--EQ9657. These edits are performed in sequence and after the first two edit steps that assign basic values and create the specify flags.

A mark in the last response (value = 61) in EQ9632 indicates a skip for EQ9633A--EQ9657 (all questions = -9) and is consistent with *no* harassment/discrimination being reported: EQ9629AA--EQ9629BO (no values $\geq$ 2), and EQ9630A--EQ9630Z (no values = 3), and EQ9631 (value not = 2). A mark in the first three response options in EQ9632 indicates a continuation in EQ9633A--EQ9657 (at least one value not = -9) and is consistent with harassment/discrimination being reported: EQ9629AA--EQ9629BO (at least one value $\geq$ 2), or EQ9630A--EQ9630Z (at least one value = 3), or EQ9631 (value = 2).

EQ9632S1 indicates if EQ9632 is answered consistently with Questions 29-32 as defined above. Specifically:

EQ9632 value after first edit step	Questions 29-31 values after first edit step	
	EQ9629AA--EQ9629BO (at least one value $\geq$ 2), or EQ9630A--EQ9630Z (at least one value = 3), or EQ9631 (value = 2)	EQ9629AA--EQ9629BO (no values $\geq$ 2), and EQ9630A--EQ9630Z (no values = 3), and EQ9631 (value not = 2)
1	2 (Valid continuation)	4 (No H/D in 29-31, but H/D responsibility in32)
2	2 (Valid continuation)	4 (No H/D in 29-31, but H/D responsibility in32)
3	2 (Valid continuation)	4 (No H/D in 29-31, but H/D responsibility in32)
61	3 (H/D in 29-31, but no H/D in 32)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

EQ9632S2 indicates if EQ9632 is answered consistently with Questions 33-57. Specifically:

EQ9632 value after first edit step	Questions 33-57 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
in range 1-3 (continuation)	2 (Valid continuation)	4 (Invalid skip)
61 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

Where **EQ9632S1** has values of 3 or 4 indicating inconsistencies, **EQ9632** is edited. Four new values are assigned to EQ9632 in these edits.

11, 12, 13 *same value labels as 1, 2, 3, respectively*
are assigned if EQ9632 equals 1, 2, or 3, respectively, but no harassment/discrimination reported in Questions 29-31.

62 *Doesn't apply marked (Q32), but inconsistent with 29-31*
is assigned if EQ9632 equals 61 and harassment/discrimination reported in Questions 29-31.

EQ9632 value after first edit step	Questions 29-31 values after first edit step	
	EQ9629AA--EQ9629BO (at least one value ≥ 2), or EQ9630A--EQ9630Z (at least one value = 3), or EQ9631 (value = 2)	EQ9629AA--EQ9629BO (no values ≥ 2), and EQ9630A--EQ9630Z (no values = 3), and EQ9631 (value not = 2)
1		11 is assigned
2		12 is assigned
3		13 is assigned
61	62 is assigned	
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

Where **EQ9632S2** has a value of 3 indicating inconsistencies, **EQ9632** is edited. One new value is assigned to EQ9632 in this edit.

-2 *Implied continuation*
is assigned if EQ9632 equals 61 or 62 but responses are marked in EQ9633A--EQ9657. This is equivalent to the statement: if EQ9632S2=3 then EQ9632=-2, and is equivalent to the following table.

EQ9632 value after first edit step and editing for Q 29-31	Questions 33-57 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
in range 1-3 or 11-13		
61 (direction to skip)	-2 is assigned	
62 (direction to skip)	-2 is assigned	
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

Note that the above edits are consistent with the treatment of the parallel item (GB95072) in the 1995 Sexual Harassment Survey Form B. However, the code for implied continuation was also assigned in the 1995 Sexual Harassment Survey Form B to the harassment behaviors (GB95071A--GB95071Y) in the few cases where one situation was reported but no harassment behaviors were reported. An equivalent edit has not been implemented for this survey; if analysts wish to perform an equivalent edit, they would set each non-missing value in EQ9629AA--EQ9631 equal to -2 where EQ9631S1=1 and EQ9631S2=3.

Two special codes are used for forward coding of **EQ9633A--EQ9657**. Note that the specify variables are created before this forward coding and are included in the forward coding. Each of the SP flag variables within the range of EQ9633A--EQ9657 are checked where EQ9632 = 61 or 62 and each of them that equals -9 is set equal to EQ9632.

61 *Doesn't apply marked (Q32), consistent with 29-31* is assigned if EQ9632 equals 61.

62 *Doesn't apply marked (Q32), but inconsistent with 29-31* is assigned if EQ9632 equals 62.

EQ9632 value after first edit step and Q29-31 & Q33-57 edits	Questions 33-57 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
in range 1-3 or 11-13		
61 (direction to skip)		61 is assigned
62 (direction to skip)		62 is assigned
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

12 **EQ9633A- EQ9633N**. EQ9633A--EQ9633N are coded in edit step 1 as a mark-all-that-apply question: 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for EQ9633A--EQ9633N if nothing is marked in the question.

13 **EQ9636CD**. This coding variables contain content codes generated from text in the specify box. The content coding is performed in accordance with FIPS standards.

Codebook page for EQ9636CD notes: "Coding represents Federal Information Processing Standard (FIPS) codes for the states, DC, PR, the Territories and Possessions, for the text written in the 'please specify' box. Codes are too numerous to list here."

14 **EQ9639A- EQ9639G**. EQ9639A--EQ9639G are coded in edit step 1 as a mark-all-that-apply question: 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for EQ9639A--EQ9639G if nothing is marked in the question.

Codebook pages for EQ9639A--EQ9639G note: "EQ9639A--EQ9639G are not edited for the logical inconsistency of marking 'Don't know' and any other response."

15 **EQ9645SP**. EQ9645SP is a variation on the typical specify flag:

EQ9645K value after first edit step	text in box	
	yes	no
1	3 (Implied continuation)	1 (Valid skip)
values in range 2-4 (specify)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

16 **EQ9647SK, EQ9648A--EQ9655**. If EQ9647 was set as not applicable (value = 61 or 62) in Note 11, then EQ9647SK is set to the same value as EQ9647 and the rest of this Note does not apply.

A mark for the third or fourth response (value = 1 or 2) in EQ9647 indicates a skip for EQ9648A--EQ9655. A mark for the first or second response (value = 3 or 4) in EQ9647 indicates a continuation

EQ9647SK has the usual codes of 1, 2, 3, 4, -2, and -9 for a skip flag variable (plus codes of 61 and 62, set to equal EQ9647). Specifically:

EQ9647 value after first edit step	EQ9648A--EQ9655 values after first edit step (excluding SP flag variables)	
	at least one of EQ9648A--EQ9648H EQ neither 1 nor -9) or one of EQ9649--EQ9655 NE -9	(EQ9648A--EQ9648H EQ 1 OR -9) and EQ9649--EQ9655 EQ -9
1-2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
3-4 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

Special coding is used for imputing a response to EQ9648A--EQ9648SK. The table does not show that EQ9648A-- EQ9648SK may also have values of 61 or 62, and that these values are not affected by this edit. If the value for EQ9648H is changed to 1 by this edit, then re-evaluating EQ9648SP based on the new value for EQ9648H also changes EQ9648SP from -9 to 1.

1 *No, I did not report it to this person/office* (for EQ9648A--EQ9648H)

EQ9647 value after first edit step	EQ9648A--EQ9655 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
1-2 (direction to skip)		1 is assigned
3-4 (continuation)		
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

17 **EQ9648SK, EQ9649--EQ9655**. If EQ9648A--EQ9648H were set as not applicable (value = 61 or 62) in Note 11, then EQ9648SK is set to the same value as EQ9648A and the rest of this Note does not apply.

Marks only for 'No...' (value = 1) in EQ9648A--EQ9648H indicate a skip for EQ9649--EQ9655. Any mark for a 'Yes...' (value = 2 or 3 or 4) in EQ9648A--EQ9648H indicates a continuation

EQ9648SK has the usual codes of 1, 2, 3, 4, -2, and -9 for a skip flag variable (plus codes of 61 and 62, set to equal EQ9648A). Specifically:

EQ9648A--EQ9648H values after first edit step and Q47 (Note 16) edits	EQ9649--EQ9655 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
no values in range 2-4 (direction to skip), some but not all -8,-9	3 (Implied continuation)	1 (Valid skip)
at least one value in range 2-4 (continuation), some but not all -8,-9	2 (Valid continuation)	4 (Invalid skip)
all -8, -9	-2 (Missing continuation)	-9 (Missing skip)

One special code is used for forward coding of EQ9649--EQ9655. The table does not show that EQ9649--EQ9655 may also have values of 61 or 62, and that these values are not affected by this edit. Note that the specify variables are created before this forward coding and are included in the forward coding. Each of the SP flag variables within the range of EQ9649--EQ9655 are checked where EQ9648SK equals 1, and each of them that equals -9 is set equal to 63.

63 *Doesn't apply--not reported to installation/Service/DoD*
is assigned if EQ9648SK equals 1, equivalently:

EQ9648A--EQ9648H values after first edit step and Q47 (Note 16) edits	EQ9649--EQ9655 values after first edit step (excluding SP flag variables)	
	at least one NE -9	all EQ -9
no values in range 2-4 (direction to skip), some but not all -8,-9		63 assigned
at least one value in range 2-4 (continuation), some but not all -8,-9		
all -8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

18 **EQ9648SP**. EQ9648SP is a variation on the typical specify flag:

EQ9648H value after first edit step	text in box	
	yes	no
1	3 (Implied continuation)	1 (Valid skip)
value in range 2-4 (specify)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

19 **EQ9650A- EQ9650M**.

Codebook pages for EQ9650A--EQ9650M note: "EQ9650A--EQ9650M are not edited for the logical inconsistency of marking "Yes" to "I don't know what action was taken" (EQ9650L) and marking "Yes" to any other item in EQ9650A--EQ9650M."

20 **EQ9653SK, EQ9654A--EQ9655.** If EQ9653 was set as not applicable (value = 61, or 62, or 63) in Notes 11 or 17, then EQ9653SK is set to the same value as EQ9653 and the rest of this Note does not apply.

A mark for the second response (value = 2) in EQ9653 indicates a skip for EQ9654A--EQ9655. A mark for the first response (value = 1) in EQ9653 indicates a continuation.

EQ9653SK has the usual codes of 1, 2, 3, 4, -2, and -9 for a skip flag variable (plus codes of 61, 62, and 63 set to equal EQ9653). Specifically:

EQ9653 value	EQ9654A--EQ9655 values after first edit step	
after first edit step	at least one NE -9	all EQ -9
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

One special code is used for forward coding of **EQ9654A--EQ9655**. The table does not show that EQ9653 and EQ9654A--EQ9655 may also have values of 61, 62, or 63, and that these values are not affected by this edit.

65 *Doesn't apply--action still being processed*
is assigned if EQ9653 equals 2 and no response is marked in EQ9654A--EQ9655.

EQ9653 value	EQ9654A--EQ9655 value after first edit step	
after first edit step	at least one NE -9	all EQ -9
2 (direction to skip)		65 is assigned
1 (continuation)		
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

21 **EQ9656A--EQ9656SP**. EQ9656A--EQ9656T are coded in edit step 1 as a mark-all-that-apply question. The basic coding is: 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for EQ9656A--EQ9656T if nothing is marked in the question.

If EQ9656A--EQ9656SP were set as not applicable (value = 61 or 62) in Note 11, then EQ9656SK is set to the same value as EQ9656A and the rest of this note for the embedded skip does not apply.

A mark (value = 2) in EQ9656A indicates a skip for EQ9656B--EQ9656SP. No mark (value = 1) in EQ9656A indicates a continuation.

EQ9656SK only has codes of 1, 2, 3, and -9 (plus codes of 61 and 62 set to equal EQ9656A). Specifically:

EQ9656A value after first edit step	EQ9656B--EQ9656T values after first edit step	
	at least one NE 1	all EQ 1
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
1 (continuation)	2 (Valid continuation)	
-9	-9 (Missing skip)	

Note: Blank entries indicate impossible combinations for a mark all that apply with an embedded skip.

One special code is used for forward coding of **EQ9656B--EQ9656SP**. The table does not show that EQ9656A and EQ9656B--EQ9656SP may also have values of 61 or 62, and that these values are not affected by this edit. Note that the specify variable EQ9656SP is created before this forward coding and is included in the forward coding. EQ9656SP is checked where EQ9656SK equals 1, and if it equals 1 it is set equal to 64.

64 *Doesn't apply--ALL reported to installation/Service/DoD*
is assigned if EQ9656A equals 2 and no response is marked in EQ9656B--EQ9656T.

EQ9656A value after first edit step	EQ9656B--EQ9656T value after first edit step	
	at least one NE 1	all EQ 1
2 (direction to skip)		64 is assigned
1 (continuation)		
-9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

22 **EQ9663A--EQ9663C**. EQ9663A--EQ9663C are coded in edit step 1 as a mark-all-that-apply question: 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for EQ9663A--EQ9663C if nothing is marked in the question.

Codebook pages for EQ9663A--EQ9663C note: "EQ9663A--EQ9663C are not edited for the logical inconsistency of marking 'No' and any other response."

23 **EQ9663SP**. EQ9663SP is a variation on the typical specify flag:

EQ9663B-- EQ9663C values after first edit step	text in box	
	yes	no
no values of 2	3 (Implied continuation)	1 (Valid skip)
at least one value of 2 (specify)	2 (Valid continuation)	4 (Invalid skip)
both values of -8, -9	-2 (Missing continuation)	-9 (Missing skip)

24 **EQ9666AA--EQ9666DD**. EQ9666AA--EQ9666AD, EQ9666BA--EQ9666BD, EQ9666CA--EQ9666CD, and EQ9666DA--EQ9666DD, are coded in edit step 1 as mark-all-that-apply questions. The basic coding is: 1 (Not marked), 2 (Marked), or -9 (Missing skip). The -9 code is used for EQ9666AA--EQ9666AD if nothing is marked as a response to Question 66A. Variables for Questions 66B, 66C, and 66D are constructed in a like manner.

A mark (value = 2) in EQ9666AA indicates a skip for EQ9666AB--EQ9666AD. No mark (value = 1) in EQ9666AA indicates a continuation.

EQ9666SA only has codes of 1, 2, 3, and -9, specifically:

EQ9666AA value after first edit step	EQ9666AB--EQ9666AD values after first edit step	
	at least one NE 1	all EQ 1
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
1 (continuation)	2 (Valid continuation)	
-9	-9 (Missing skip)	

Note: Blank entries indicate impossible combinations for a mark all that apply with an embedded skip.

A value of '3' for this skip flag (EQ9666SA) indicates an inconsistency that should be resolved before analysis of EQ9666AA--EQ96AD by either recoding the 'No' variable (EQ9666AA) to '1' (Not marked), or by treating all variables (EQ9666AA--EQ96AD) as missing.

EQ9666SB, EQ9666SC, and **EQ9666SD** are constructed and evaluated in a like manner for Questions 66B, 66C, and 66D, respectively.

25 **EQ9667SP**. EQ9667SP is a variation on the typical specify flag:

EQ9667A-- EQ9667D values after first edit step	text in box	
	yes	no
no values in range 2-5	3 (Implied continuation)	1 (Valid skip)
at least one value in range 2-5 (specify)	2 (Valid continuation)	4 (Invalid skip)
all values of -8, -9	-2 (Missing continuation)	-9 (Missing skip)

26 **EQ9670SK, EQ9671--EQ9672**. A mark for the first response (value = 1) in EQ9670 indicates a skip for EQ9671--EQ9672. A mark for the second through fifth responses (values = 2,3,4,5) in EQ9670 indicates a continuation.

EQ9670SK has the usual codes of 1, 2, 3, 4, -2, and -9 for a skip flag variable. Specifically:

EQ9670 value after first edit step	EQ9671--EQ9672 values after first edit step	
	either NE -9	both EQ -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2-5 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

One special code is used for forward coding of **EQ9671--EQ9672.**

66 *Doesn't apply, I haven't received any training*
is assigned if EQ9670 equals 1 and no response is marked in EQ9671--EQ9672.

EQ9670 value after first edit step	EQ9671--EQ9672 value after first edit step	
	NE -9	EQ -9
1 (direction to skip)		66 is assigned
2-5 (continuation)		
-8, -9		

Note: Blank entries indicate that no change is made at this step and previously assigned values stand.

27 **COMMENT.**

COMMENT has two codes.

2 *Text entered*
is assigned if something written in space provided for comments.

1 *No text entered*
is assigned if nothing written in space provided for comments.

28 **SRDATE.** See Table D-2 for coding. Note that '1996' or '1997' is inserted with respondent-specified month and day. The dates are formatted YYYYMMDD.

Codebook page for SRDATE should note: "Values not checked for valid range."

Appendix E

Alphabetical Variable List for the Survey Analysis Files

In the alphabetical variable list, an asterisk indicates variables that appear only on the confidential dataset.

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
ANL_WT		Analysis Weight	401
ARVDATE		Arrival Date	368-371
ASSIGN		Assignment/Career	451
BATCH*		DRC Batch number applied for scanning	525-530
BLKDEN*		% Black in DoD Occ Group	578-582
BLKREAS*		Reason Survey Returned Blank	532
COMMENT	80.	Flag for whether comments made	358
COMOFF		Offensive Encounters - Community	447
COMTHRT		Threat/Harm - Community	448
CPAY*		Constructed Pay Grade Code	593
CRACE*		Constructed Race Code	594
CRACE2B*		Constructed Race Code 2B	596
CRACE2W*		Constructed Race Code 2W	595
CRACE3*		Constructed Race Code 3	597
CRACE4*		Constructed Race Code 4	598
CRACE5*		Constructed Race Code 5	599
CRACE6*		Constructed Race Code 6	600
CREGION*		Region Code	601
CSERVICE*		Constructed Service Code	602
CS_COMP*		Constructed Service Component Code	603
DENBLK2*		Black Density Category (4)	644
DENHSP2*		Hispanic Density Category (4)	645
DENMNR2*		Minority Density Category (4)	646
DISPO*		Disposition Variable	533
DMDC_ID		DMDC Identification Number	367
DODOFF		Offensive Encounters - DoD	445
DODTHRT		Threat/Harm - DoD	446
DPLOYIND*		Deployment Indicator	604
DUPRET*		Multiple Returns -- Excludes Blanks	534
DUPRET2*		Multiple Returns - Includes Blanks	535
DUTYLOC*		Duty Location Code	605-610
DUTYOCC*		Duty Occupation Code	611
EDLEVEL*		Education Category From Military Records	695
EER*		End Eligibility Code	545
EF071096*		July 10, 1996 Eligibility Code	546
EF101796*		October 17, 1996 Eligibility Code	547
EFWAVE2*		Wave 2 Eligibility Code	548
ELIGFLGW		Eligibility Indicator	402
ELIG_NUM*		Eligibility Code	549
EQ9603*	3.	Where were you born	485
EQ9604*	4.	Is English a second language	486
EQ9607*	7.	Years of active-duty service completed	488-490
EQ9610*	10.	Past yr: place srvd most active-dty time	496
EQ9610CD*	10.	Past yr:place srvd active-dty time/coded	497-499
EQ9610SP	10.	Past yr:place srvd active-dty time/state	6-7

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9611	11.	Past yr: lived where	8
EQ9612A	12a.	Excluding self, # of dep - reside w/you	9
EQ9612B	12b.	Excluding self, # of dep - reside other	10
EQ9614	14.	Past yr: marital status = married	11
EQ9614SK	14sk.	Past yr: marital status = married (skip)	12
EQ9615*	15.	Where was spouse born	501
EQ9616*	16.	English second language for spouse	502
EQ9619*	19.	Months completed at current duty station	508
EQ9620	20.	Is this location permanent duty station	16
EQ9621A	21a.	Are you: student in military course	17
EQ9621B	21b.	Are you: serving aboard ship at sea	18
EQ9621C	21c.	Are you: in work env, your race uncommon	19
EQ9621D	21d.	Are you: in work env minorities uncommon	20
EQ9621E	21e.	Are you: dplyd on peace keeping mission	21
EQ9622	22.	Gender of immediate supervisor	22
EQ9623	23.	Immediate supervisor of Spanish descent	23
EQ9624	24.	Race of immediate supervisor	24
EQ9624CD*	24.	Race of immediate supervisor (coded)	509
EQ9624SP	24.	Race of immediate supervisor (specify)	25
EQ9625A	25a.	Work makes use of skills	26
EQ9625B	25b.	Receive info to do your job	27
EQ9625C	25c.	Supv tells info for you to do your job	28
EQ9625D	25d.	Supv tell when they don't understand you	29
EQ9626A	26a.	Satis: opportunities for promotion	30
EQ9626B	26b.	Satis: pay/benefits	31
EQ9626C	26c.	Satis: job security	32
EQ9626D	26d.	Satis: direction/supervision you receive	33
EQ9626E	26e.	Satis: relationship with co-workers	34
EQ9626F	26f.	Satis: kind of work you do	35
EQ9626G	26g.	Satis: chances to acquire job skills	36
EQ9626H	26h.	Satis: job as a whole	37
EQ9627A	27a.	Get assignments for competitive prmtn	38
EQ9627B	27b.	Eval/select effective in promoting best	39
EQ9627C	27c.	Promoted as high as my ability/effort	40
EQ9627D	27d.	Proud to be member of service	41
EQ9627E	27e.	Being member inspires me to do best job	42
EQ9628	28.	How likely to remain in military	43
EQ9629AA	29aa.	Mil: unwelcome attempts to discuss race	44
EQ9629AB	29ab.	Mil: told racist stories/jokes	45
EQ9629AC	29ac.	Mil: condescending due to race/ethnicity	46
EQ9629AD	29ad.	Mil: distribute racist materials	47
EQ9629AE	29ae.	Mil: displayed racist tattoos/clothing	48
EQ9629AF	29af.	Mil: not included in actvty due to race	49
EQ9629AG	29ag.	Mil: uncomfortable, hostile looks/stares	50
EQ9629AH	29ah.	Mil: offensive marks about appearance	51

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9629AI	29ai.	Mil: remarks your race not suited to job	52
EQ9629AJ	29aj.	Mil: offensive remarks about race	53
EQ9629AK	29ak.	Mil: vandalized property due to race	54
EQ9629AL	29al.	Mil: threatened with retaliaton	55
EQ9629AM	29am.	Mil: physically threatened/intimidated	56
EQ9629AN	29an.	Mil: assaulted you physically	57
EQ9629AO	29ao.	Mil: bothered or hurt your family	58
EQ9629BA	29ba.	Civ: unwelcome attempts to discuss race	59
EQ9629BB	29bb.	Civ: told racist stories/jokes	60
EQ9629BC	29bc.	Civ: condescending due to race/ethnicity	61
EQ9629BD	29bd.	Civ: distribute racist materials	62
EQ9629BE	29be.	Civ: displayed racist tattoos/clothing	63
EQ9629BF	29bf.	Civ: not included in actvty due to race	64
EQ9629BG	29bg.	Civ: uncomfortable, hostile looks/stares	65
EQ9629BH	29bh.	Civ: offensive marks about appearance	66
EQ9629BI	29bi.	Civ: remarks your race not suited to job	67
EQ9629BJ	29bj.	Civ: offensive remarks about race	68
EQ9629BK	29bk.	Civ: vandalized property due to race	69
EQ9629BL	29bl.	Civ: threatened with retaliaton	70
EQ9629BM	29bm.	Civ: physically threatened/intimidated	71
EQ9629BN	29bn.	Civ: assaulted you physically	72
EQ9629BO	29bo.	Civ: bothered or hurt your family	73
EQ9630A	30a.	Rated lower than deserved on last eval	74
EQ9630B	30b.	Last eval contained unjustified comments	75
EQ9630C	30c.	Held to higher performance std than othr	76
EQ9630D	30d.	Didn't receive award like others	77
EQ9630E	30e.	Assignmt has not made use of job skills	78
EQ9630F	30f.	Unable to attend major sch nec for job	79
EQ9630G	30g.	Unable to attend sht courses nec for job	80
EQ9630H	30h.	Received lower grades than deserved	81
EQ9630I	30i.	Didn't get job due to scores on test	82
EQ9630J	30j.	Current assignment not good for career	83
EQ9630K	30k.	No shrt-trm tsks to prepare for advncmnt	84
EQ9630L	30l.	No prof rel for career dvlpmnt advice	85
EQ9630M	30m.	Learnd of opportnties to late for career	86
EQ9630N	30n.	No straight answers about prmtn pssblty	87
EQ9630O	30o.	Discriminated against for non-gvt house	88
EQ9630P	30p.	Unwelcomed by local business	89
EQ9630Q	30q.	Didn't receive appropriate medical care	90
EQ9630R	30r.	Received poorer mil support service	91
EQ9630S	30s.	Excluded by peers from social activities	92
EQ9630T	30t.	Local civ police harassed me/family	93
EQ9630U	30u.	Watchd closer than othrs by mil police	94
EQ9630V	30v.	Wrongly taken to nonjudical pnshmnt	95
EQ9630W	30w.	Punished when others were not	96

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9630X	30x.	Afraid to leave installation due to gang	97
EQ9630Y	30y.	Afraid to leave installation, othr rsn	98
EQ9630Z	30z.	Afraid due to gangs on installation	99
EQ9631	31.	Bad race/ethnicity experience in past yr	100
EQ9631SP	31.	Bad race/ethnicity exp in past yr (SP)	101
EQ9632	32.	DoD responsible to prevent race hrssmnt	102-103
EQ9632S1	32s1.	DoD responsible to prvnt race hrssmnt S1	104-105
EQ9632S2	32s2.	DoD responsible to prvnt race hrssmnt S2	106-107
EQ9633A	33a.	Bthrd most: offensive speech	108
EQ9633B	33b.	Bthrd most: offensive music, pictures	109
EQ9633C	33c.	Bthrd most: non-vrbl looks/dress/apprnc	110
EQ9633D	33d.	Bthrd most: threats/intmdt/vndlsm/asslt	111
EQ9633E	33e.	Bthrd most: left out socially	112
EQ9633F	33f.	Bthrd most: left out of info affctng job	113
EQ9633G	33g.	Bthrd most: assignments discrimination	114
EQ9633H	33h.	Bthrd most: dscpln/pnshmnt discriminatn	115
EQ9633I	33i.	Bthrd most: hrssmnt/dscrmntn by police	116
EQ9633J	33j.	Bthrd most: training discrimination	117
EQ9633K	33k.	Bthrd most:hrssmnt/dscrmntn by svc prvdr	118
EQ9633L	33l.	Bthrd most: career dvlpmnt discriminatn	119
EQ9633M	33m.	Bthrd most: prfmnc eval discrimination	120
EQ9633N	33n.	Bthrd most: other	121
EQ9633SP	33.	Bthrd most: other (specify)	122-123
EQ9634A	34a.	Bthrd mostly at military installation	124
EQ9634B	34b.	Bthrd mostly at work	125
EQ9634C	34c.	Bthrd mostly during duty hours	126
EQ9634D	34d.	Bthrd mostly in local community	127
EQ9634E	34e.	Bthrd mostly to you	128
EQ9634F	34f.	Bthrd mostly to your family	129
EQ9635A	35a.	Worse sit occurd:while stud in mil class	130
EQ9635B	35b.	Worse sit occurd: while ship at sea	131
EQ9635C	35c.	Worse sit occurd: wk env conflict uncom	132
EQ9635D	35d.	Worse sit occurd: deplyed on peace missn	133
EQ9635E	35e.	Worse sit occurd: at current dty station	134
EQ9635F	35f.	Were you:current duty station	135
EQ9636	36.	Where did situation occur	136
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SVC6RAC1*		Population Total For Whites In The AGR/TARs	679
SVC6RAC2*		Population Total For Blacks In The AGR/TARs	680

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
SVC6RAC3*		Population Total For Hispanics In The AGR/T	681
SVC6RAC4*		Population Total For Native Americans In Th	682
SVC6RAC5*		Population Total For Asia/Pacific Islanders	683
SVC6RAC6*		Population Total For Others In The AGR/TARs	684
SVC_COMP*		Service Component Code	625
TAFMS*		Total Active Federal Months of Service	626-640
TESTSCR		Training/Test Scores	454
VSTRAT		Variance Estimation Strata	412-420
WGHT_FLG		Flag for records weighted as respondents	421
XCLOC10A*		Con/anlt Where last 12mo most time-5 lev	515
XCLOC10B*		Con/anlt Where last 12mo most time-3 lev	516
XCPAY3		Constrctd Analytic 3-category paygrade	424
XCPAY4*		Constructed 4-category paygrade	517
XCRACE*		Constructed Analytic Race/ethnicity Var	514
XSEX		Constrctd Analytic Gender variable	422
XSVC		Constrctd Analytic Service variable	423
YLOC*		Collapsed time compltd currnt duty statn	522
YOS*		Collapsed self-reprtd yrs active service	518
ZIPSTATE*		Zip Code State	641-643

Appendix F

Positional Variable List for the Survey Analysis Files

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
SRSEX	1.	Gender	1
SRSVC	5.	In what Service are you	2
SRRACISP	9i.	Race - Indian specify	3
SRRACASP	9a.	Race - Asian specify	4
SRRACOSP	9o.	Race - Other specify	5
EQ9610SP	10.	Past yr:place srvd active-dty time/state	6-7
EQ9611	11.	Past yr: lived where	8
EQ9612A	12a.	Excluding self, # of dep - reside w/you	9
EQ9612B	12b.	Excluding self, # of dep - reside other	10
EQ9614	14.	Past yr: marital status = married	11
EQ9614SK	14sk.	Past yr: marital status = married (skip)	12
SPRACISP	18i.	Race of spouse: Indian (specify)	13
SPRACASP	18a.	Race of spouse: Asian (specify)	14
SPRACOSP	18o.	Race of spouse: Other (specify)	15
EQ9620	20.	Is this location permanent duty station	16
EQ9621A	21a.	Are you: student in military course	17
EQ9621B	21b.	Are you: serving aboard ship at sea	18
EQ9621C	21c.	Are you: in work env, your race uncommon	19
EQ9621D	21d.	Are you: in work env minorities uncommon	20
EQ9621E	21e.	Are you: dplyd on peace keeping mission	21
EQ9622	22.	Gender of immediate supervisor	22
EQ9623	23.	Immediate supervisor of Spanish descent	23
EQ9624	24.	Race of immediate supervisor	24
EQ9624SP	24.	Race of immediate supervisor (specify)	25
EQ9625A	25a.	Work makes use of skills	26
EQ9625B	25b.	Receive info to do your job	27
EQ9625C	25c.	Supv tells info for you to do your job	28
EQ9625D	25d.	Supv tell when they don't understand you	29
EQ9626A	26a.	Satis: opportunities for promotion	30
EQ9626B	26b.	Satis: pay/benefits	31
EQ9626C	26c.	Satis: job security	32
EQ9626D	26d.	Satis: direction/supervision you receive	33
EQ9626E	26e.	Satis: relationship with co-workers	34
EQ9626F	26f.	Satis: kind of work you do	35
EQ9626G	26g.	Satis: chances to acquire job skills	36
EQ9626H	26h.	Satis: job as a whole	37
EQ9627A	27a.	Get assignments for competitive prmtn	38
EQ9627B	27b.	Eval/select effective in promoting best	39
EQ9627C	27c.	Promoted as high as my ability/effort	40
EQ9627D	27d.	Proud to be member of service	41
EQ9627E	27e.	Being member inspires me to do best job	42
EQ9628	28.	How likely to remain in military	43
EQ9629AA	29aa.	Mil: unwelcome attempts to discuss race	44
EQ9629AB	29ab.	Mil: told racist stories/jokes	45
EQ9629AC	29ac.	Mil: condescending due to race/ethnicity	46

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9629AD	29ad.	Mil: distribute racist materials	47
EQ9629AE	29ae.	Mil: displayed racist tattoos/clothing	48
EQ9629AF	29af.	Mil: not included in actvty due to race	49
EQ9629AG	29ag.	Mil: uncomfortable, hostile looks/stares	50
EQ9629AH	29ah.	Mil: offensive marks about appearance	51
EQ9629AI	29ai.	Mil: remarks your race not suited to job	52
EQ9629AJ	29aj.	Mil: offensive remarks about race	53
EQ9629AK	29ak.	Mil: vandalized property due to race	54
EQ9629AL	29al.	Mil: threatened with retaliaton	55
EQ9629AM	29am.	Mil: physically threatened/intimidated	56
EQ9629AN	29an.	Mil: assaulted you physically	57
EQ9629AO	29ao.	Mil: bothered or hurt your family	58
EQ9629BA	29ba.	Civ: unwelcome attempts to discuss race	59
EQ9629BB	29bb.	Civ: told racist stories/jokes	60
EQ9629BC	29bc.	Civ: condescending due to race/ethnicity	61
EQ9629BD	29bd.	Civ: distribute racist materials	62
EQ9629BE	29be.	Civ: displayed racist tattoos/clothing	63
EQ9629BF	29bf.	Civ: not included in actvty due to race	64
EQ9629BG	29bg.	Civ: uncomfortable, hostile looks/stares	65
EQ9629BH	29bh.	Civ: offensive marks about appearance	66
EQ9629BI	29bi.	Civ: remarks your race not suited to job	67
EQ9629BJ	29bj.	Civ: offensive remarks about race	68
EQ9629BK	29bk.	Civ: vandalized property due to race	69
EQ9629BL	29bl.	Civ: threatened with retaliaton	70
EQ9629BM	29bm.	Civ: physically threatened/intimidated	71
EQ9629BN	29bn.	Civ: assaulted you physically	72
EQ9629BO	29bo.	Civ: bothered or hurt your family	73
EQ9630A	30a.	Rated lower than deserved on last eval	74
EQ9630B	30b.	Last eval contained unjustified comments	75
EQ9630C	30c.	Held to higher performance std than othr	76
EQ9630D	30d.	Didn't receive award like others	77
EQ9630E	30e.	Assignmt has not made use of job skills	78
EQ9630F	30f.	Unable to attend major sch nec for job	79
EQ9630G	30g.	Unable to attend sht courses nec for job	80
EQ9630H	30h.	Received lower grades than deserved	81
EQ9630I	30i.	Didn't get job due to scores on test	82
EQ9630J	30j.	Current assignment not good for career	83
EQ9630K	30k.	No shrt-trm tsks to prepare for advncmnt	84
EQ9630L	30l.	No prof rel for career dvlpmnt advice	85
EQ9630M	30m.	Learnd of opportnties to late for career	86
EQ9630N	30n.	No straight answers about prmtn pssblty	87
EQ9630O	30o.	Discriminated against for non-gvt house	88
EQ9630P	30p.	Unwelcomed by local business	89
EQ9630Q	30q.	Didn't receive appropriate medical care	90
EQ9630R	30r.	Received poorer mil support service	91

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9630S	30s.	Excluded by peers from social activities	92
EQ9630T	30t.	Local civ police harassed me/family	93
EQ9630U	30u.	Watchd closer than othrs by mil police	94
EQ9630V	30v.	Wrongly taken to nonjudical pnshmnt	95
EQ9630W	30w.	Punished when others were not	96
EQ9630X	30x.	Afraid to leave installation due to gang	97
EQ9630Y	30y.	Afraid to leave installation, othr rsn	98
EQ9630Z	30z.	Afraid due to gangs on installation	99
EQ9631	31.	Bad race/ethnicity experience in past yr	100
EQ9631SP	31.	Bad race/ethnicity exp in past yr (SP)	101
EQ9632	32.	DoD responsible to prevent race hrssmnt	102-103
EQ9632S1	32s1.	DoD responsible to prvnt race hrssmnt S1	104-105
EQ9632S2	32s2.	DoD responsible to prvnt race hrssmnt S2	106-107
EQ9633A	33a.	Bthrd most: offensive speech	108
EQ9633B	33b.	Bthrd most: offensive music, pictures	109
EQ9633C	33c.	Bthrd most: non-vrbl looks/dress/apprnc	110
EQ9633D	33d.	Bthrd most: threats/intmdt/vndlsm/asslt	111
EQ9633E	33e.	Bthrd most: left out socially	112
EQ9633F	33f.	Bthrd most: left out of info affctng job	113
EQ9633G	33g.	Bthrd most: assignments discrimination	114
EQ9633H	33h.	Bthrd most: dscpln/pnshmnt discriminatn	115
EQ9633I	33i.	Bthrd most: hrssmnt/dscrmntn by police	116
EQ9633J	33j.	Bthrd most: training discrimination	117
EQ9633K	33k.	Bthrd most:hrssmnt/dscrmntn by svc prvdr	118
EQ9633L	33l.	Bthrd most: career dvlpmnt discriminatn	119
EQ9633M	33m.	Bthrd most: prfmnc eval discrimination	120
EQ9633N	33n.	Bthrd most: other	121
EQ9633SP	33.	Bthrd most: other (specify)	122-123
EQ9634A	34a.	Bthrd mostly at military installation	124
EQ9634B	34b.	Bthrd mostly at work	125
EQ9634C	34c.	Bthrd mostly during duty hours	126
EQ9634D	34d.	Bthrd mostly in local community	127
EQ9634E	34e.	Bthrd mostly to you	128
EQ9634F	34f.	Bthrd mostly to your family	129
EQ9635A	35a.	Worse sit occurd:while stud in mil class	130
EQ9635B	35b.	Worse sit occurd: while ship at sea	131
EQ9635C	35c.	Worse sit occurd: wk env conflict uncom	132
EQ9635D	35d.	Worse sit occurd: deplyed on peace missn	133
EQ9635E	35e.	Worse sit occurd: at current dty station	134
EQ9635F	35f.	Were you:current duty station	135
EQ9636	36.	Where did situation occur	136
EQ9636SP	36.	Where did situation occur (SP)	137-138
EQ9637A	37a.	Who did it: immediate supervisor	139
EQ9637B	37b.	Who did it: unit commander	140
EQ9637C	37c.	Who did it: person of higher rank/grade	141

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9637D	37d.	Who did it: co-worker(s)	142
EQ9637E	37e.	Who did it: person(s) reporting to you	143
EQ9637F	37f.	Who did it: service member(s)	144
EQ9637G	37g.	Who did it: svc/DoD civ employee(s)	145
EQ9637H	37h.	Who did it: svc/DoD civ contractor(s)	146
EQ9637I	37i.	Who did it: person(s) in local community	147
EQ9637J	37j.	Who did it: other or unknown person(s)	148
EQ9638	38.	Gender of person(s) who did it	149
EQ9639A	39a.	Who did it, was: White	150
EQ9639B	39b.	Who did it, was: Black, African-Amer.	151
EQ9639C	39c.	Who did it, was: Indn (Amer.)/Eskm/Aleut	152
EQ9639D	39d.	Who did it, was: Asian, Pacific Islander	153
EQ9639E	39e.	Who did it, was: Spanish/Hispanic	154
EQ9639F	39f.	Who did it, was: Other race	155
EQ9639G	39g.	Who did it, was: Don't know	156
EQ9639SP	39.	Who did it, was: Other race (specify)	157-158
EQ9640A	40a.	Situation was annoying	159
EQ9640B	40b.	Situation was offensive	160
EQ9640C	40c.	Situation was disturbing	161
EQ9640D	40d.	Situation was threatening	162
EQ9641A	41a.	Dscrm effect: lost time from work	163
EQ9641B	41b.	Dscrm effect: decreased productivity	164
EQ9641C	41c.	Dscrm effect: loss trust twrd co-worker	165
EQ9641D	41d.	Dscrm effect: loss trust twrd supvr	166
EQ9641E	41e.	Dscrm effect: thghts of getting out Svc	167
EQ9641F	41f.	Dscrm effect: physical ailments	168
EQ9641G	41g.	Dscrm effect: sadness or depression	169
EQ9641H	41h.	Dscrm effect: anger or rage	170
EQ9641I	41i.	Dscrm effect: stress, anxiety, or fear	171
EQ9641J	41j.	Dscrm effect: low self esteem	172
EQ9641K	41k.	Dscrm effect: thoughts of suicide	173
EQ9641L	41l.	Dscrm effect: thght of phys harm to prsn	174
EQ9642	42.	During situation, how often events occur	175
EQ9643	43.	How long did situation last	176
EQ9644	44.	Is situation still occuring	177
EQ9645A	45a.	Took actn: ignored the behavior	178
EQ9645B	45b.	Took actn: avoided the person(s)	179
EQ9645C	45c.	Took actn: asked person(s) to stop	180
EQ9645D	45d.	Took actn: askd someone to spk to person	181
EQ9645E	45e.	Took actn: threatened to tell co-worker	182
EQ9645F	45f.	Took actn: settled it myself physically	183
EQ9645G	45g.	Took actn: acted like didn't bother me	184
EQ9645H	45h.	Took actn: calld hotline for advice/info	185
EQ9645I	45i.	Took actn: rqsted trnsfr/temp assgnmnt	186
EQ9645J	45j.	Took actn: discussed w/someone unoffclly	187

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9645K	45k.	Took actn: other actions to stop it	188
EQ9645SP	45.	Took actn: other actions (specify)	189-190
EQ9646	46.	Situation involved only civilians	191
EQ9647	47.	To whom did you report situation	192
EQ9647SK	47sk.	To whom did you report situation (skip)	193-194
EQ9648A	48a.	Rptd sit to: immediate supervisor	195
EQ9648B	48b.	Rptd sit to: someone in chain of command	196
EQ9648C	48c.	Rptd sit to: supv of person who did it	197
EQ9648D	48d.	Rptd sit to: mil law enfrcmnt official	198
EQ9648E	48e.	Rptd sit to: spcl mil offc for complaint	199
EQ9648F	48f.	Rptd sit to: Inspector General office	200
EQ9648G	48g.	Rptd sit to: Judge Advocate General offc	201
EQ9648H	48h.	Rptd sit to: othr instlltn/svc/DoD	202
EQ9648SK	48sk.	Rptd situation to:	203-204
EQ9648SP	48.	Rptd sit to: other (specify)	205-206
EQ9649	49.	Length of time since reporting it	207
EQ9650A	50a.	Action: person was talked to	208
EQ9650B	50b.	Action: person transferred/reassigned	209
EQ9650C	50c.	Action: person(s) had to apologize	210
EQ9650D	50d.	Action: rules explained more clearly	211
EQ9650E	50e.	Action: complaint was investigated	212
EQ9650F	50f.	Action: encouraged to drop the complaint	213
EQ9650G	50g.	Action: cmplnt dscntd/not tkn seriously	214
EQ9650H	50h.	Action: supv/othrs in cmnd were hostile	215
EQ9650I	50i.	Action: co-workers hostile	216
EQ9650J	50j.	Action: rqsted/grntd reassgnmnt/trnsfr	217
EQ9650K	50k.	Action: reassigned against my will	218
EQ9650L	50l.	Action: don't know what action was taken	219
EQ9650M	50m.	Action: other	220
EQ9650SP	50.	Action: other (specify)	221-222
EQ9651A	51a.	Satis w/avail info how to rprt cmplnt	223
EQ9651B	51b.	Satis w/trtmnt by people handling cmplnt	224
EQ9651C	51c.	Satis w/amount of time to resolve cmplnt	225
EQ9651D	51d.	Satis w/kept infrmd about cmplnt prgrss	226
EQ9651E	51e.	Satis w/investigation outcme explnd well	227
EQ9651F	51f.	Satis w/complaint process overall	228
EQ9652	52.	Successful mil career chances affected	229
EQ9653	53.	Is action still being processed	230
EQ9653SK	53sk.	Is action still being processed (skip)	231-232
EQ9654A	54a.	Cmplnt outcome: fnd to be substantiated	233
EQ9654B	54b.	Cmplnt outcome: corrected the situation	234
EQ9654C	54c.	Cmplnt outcome: took actn against person	235
EQ9654D	54d.	Cmplnt outcome: took action against me	236
EQ9654E	54e.	Cmplnt outcome: did nothing	237
EQ9654F	54f.	Cmplnt outcome: don't know action	238

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9655	55.	Satisfaction w/outcome of complaint	239
EQ9656SK	56sk.	Rsns not rptd:didn't report dscrmntn-SK	240
EQ9656A	56a.	Rsns not rptd:DNA, did report to instltn	241
EQ9656B	56b.	Rsns not rptd:didn't think it was import	242
EQ9656C	56c.	Rsns not rptd:didn't know what to do	243
EQ9656D	56d.	Rsns not rptd:took care problem myself	244
EQ9656E	56e.	Rsns not rptd:nothing would have be done	245
EQ9656F	56f.	Rsns not rptd:retaliation from person	246
EQ9656G	56g.	Rsns not rptd:retaliation from frnds	247
EQ9656H	56h.	Rsns not rptd:retaliation from supvr	248
EQ9656I	56i.	Rsns not rptd:would not be believed	249
EQ9656J	56j.	Rsns not rptd:make work sit unpleasant	250
EQ9656K	56k.	Rsns not rptd:too much time and effort	251
EQ9656L	56l.	Rsns not rptd:prsn not assgnd to my stn	252
EQ9656M	56m.	Rsns not rptd:involved civ in community	253
EQ9656N	56n.	Rsns not rptd:would be labeld troublemkr	254
EQ9656O	56o.	Rsns not rptd:tlkd out of mkng frml rpt	255
EQ9656P	56p.	Rsns not rptd:didn't want to hurt person	256
EQ9656Q	56q.	Rsns not rptd:wanted to fit in	257
EQ9656R	56r.	Rsns not rptd:didn't know name of person	258
EQ9656S	56s.	Rsns not rptd:perf eval would suffer	259
EQ9656T	56t.	Rsns not rptd:other reason	260
EQ9656SP	56.	Rsns not rptd:other reason (specify)	261-262
EQ9657	57.	Satisfaction w/way you handled situation	263
EQ9658A	58a.	Actn tkn: estblshd policy prohibit dscrm	264
EQ9658B	58b.	Actn tkn: Thorough invest of complnts	265
EQ9658C	58c.	Actn tkn: timeline for invstgtng cmplnts	266
EQ9658D	58d.	Actn tkn: enfrc penalties agnst offender	267
EQ9658E	58e.	Actn tkn: enfrc pnlty to cmndrs who allw	268
EQ9658F	58f.	Actn tkn: ensr info move up chn of cmmnd	269
EQ9658G	58g.	Actn tkn: protect those who make cmplnts	270
EQ9658H	58h.	Actn tkn: publicize hotlines for cmplnts	271
EQ9658I	58i.	Actn tkn: publicize frml cmplnt channels	272
EQ9658J	58j.	Actn tkn: take extra step beyond rqrmnts	273
EQ9659A	59a.	Make effort: Sr leadership of Service	274
EQ9659B	59b.	Make effort: Sr leader of instlltn/ship	275
EQ9659C	59c.	Make effort: immediate supervisor	276
EQ9660	60.	Mil paid too much/little attntn to discr	277
EQ9661A	61a.	Extent people get away with discrim	278
EQ9661B	61b.	Extent free to rpt discrim w/o consqnce	279
EQ9661C	61c.	Extent racial/ethnic relations good	280
EQ9661D	61d.	Extent racial/ethnc cmnty relations good	281
EQ9661E	61e.	Extent sit where choose in dining halls	282
EQ9661F	61f.	Extent free to use recreation facilities	283
EQ9661G	61g.	Extent racial group treated as trouble	284

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9661H	61h.	Extent prsns prefer socialize w/own race	285
EQ9662A	62a.	Extent uneasy being around diff race	286
EQ9662B	62b.	Extent prssr not to socialize w/oth race	287
EQ9662C	62c.	Extent competent interacting w/othr race	288
EQ9663A	63a.	Avoid assgnmnt due to discrim: no	289
EQ9663B	63b.	Avoid assgnmnt due to discrim: yes,instl	290
EQ9663C	63c.	Avoid assgnmnt due to discrim: yes,cmnty	291
EQ9663SP	63.	Avoid assgnmnt due to discrim (specify)	292
EQ9664	64.	Past yr invlvd in racial cnfrnttn instl	293
EQ9665	65.	Past yr invlvd in racial cnfrnttn cmnty	294
EQ9666AA	66aa.	Know smone, memb of extrmst org/No	295
EQ9666AB	66ab.	Know smone, memb of extrmst org/Smone El	296
EQ9666AC	66ac.	Know smone, memb of extrmst org/DOD Empl	297
EQ9666AD	66ad.	Know smone, memb of extrmst org/Svc Memb	298
EQ9666BA	66ba.	Know smone extrmst,but not memb/No	299
EQ9666BB	66bb.	Know smone extrmst,but not memb/Smone El	300
EQ9666BC	66bc.	Know smone extrmst,but not memb/DOD Empl	301
EQ9666BD	66bd.	Know smone extrmst,but not memb/Svc Memb	302
EQ9666CA	66ca.	Askd to join extrmst org past yr/No	303
EQ9666CB	66cb.	Askd to join extrmst org past yr/Someone	304
EQ9666CC	66cc.	Askd to join extrmst org past yr/DOD Emp	305
EQ9666CD	66cd.	Askd to join extrmst org past yr/Svc Mem	306
EQ9666DA	66da.	Askd to part in extrmst actvy/No	307
EQ9666DB	66db.	Askd to part in extrmst actvy/Someone El	308
EQ9666DC	66dc.	Askd to part in extrmst actvy/DOD Employ	309
EQ9666DD	66dd.	Askd to part in extrmst actvy/Svc Member	310
EQ9666SA	66sa.	Know smone, memb of extrmst org - skip	311
EQ9666SB	66sb.	Know smone extrmst,but not memb - skip	312
EQ9666SC	66sc.	Askd to join extrmst org past yr - skip	313
EQ9666SD	66sd.	Askd to part in extrmst actvy - skip	314
EQ9667A	67a.	Prblm w/racist/extremist org or actvy	315
EQ9667B	67b.	Prblm w/racist/extremist org in cmmnty	316
EQ9667C	67c.	Prblm w/hate crimes/activities	317
EQ9667D	67d.	Prblm w/hate crimes/activities in cmmnty	318
EQ9667SP	67.	Problem with... (specify)	319
EQ9668A	68a.	Knw/undrstnd racist words/symbols/action	320
EQ9668B	68b.	Knw/undrstnd process for rptng discrim	321
EQ9669A	69a.	Training: policies on discrimination	322
EQ9669B	69b.	Training: policy on prtcptn in extr org	323
EQ9669C	69c.	Training: prcdrs to rpt discrimination	324
EQ9669D	69d.	Training: identifying/deal w/ discrim	325
EQ9669E	69e.	Training: cross-cultural awareness	326
EQ9670	70.	Training past yr on race/ethnic topics	327
EQ9670SK	70sk.	Training pst yr on race/ethnic topics SK	328
EQ9671	71.	Training effctvnss in discrim awareness	329

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EQ9672	72.	Training effctvnss prvntng/rdcng behavr	330
EQ9673A	73a.	Opp for race: promotion opportunities	331
EQ9673B	73b.	Opp for race: pay and benefits	332
EQ9673C	73c.	Opp for race: fair perf evaluations	333
EQ9673D	73d.	Opp for race: educ/training opportunity	334
EQ9673E	73e.	Opp for race: quality of life	335
EQ9673F	73f.	Opp for race: fair admin crmnl justice	336
EQ9673G	73g.	Opp for race: chance to show pride -self	337
EQ9673H	73h.	Opp for race: chance to show pride -grp	338
EQ9673I	73i.	Opp for race: freedom from harassment	339
EQ9673J	73j.	Opp for race: freedom from discrim	340
EQ9673K	73k.	Opp for race: free fr extrmsm/hate crime	341
EQ9673L	73l.	Opp for race: race/ethnc relation ovrll	342
EQ9674	74.	Have friends in different race/ethnicity	343
EQ9675	75.	Close personal frnds diff race/ethnicity	344
EQ9676	76.	More close prsnl frnds than before mil	345
EQ9677	77.	Race rltns better/worse in nat past 5 yr	346
EQ9678	78.	Race rltns better/worse in mil past 5 yr	347
EQ9679A	79a.	Race rltns b/w: Blacks/Afr-Amer in nat	348
EQ9679B	79b.	Race rltns b/w: Hispanics in nation	349
EQ9679C	79c.	Race rltns b/w: Ind/Eskimo/Aleut in nat	350
EQ9679D	79d.	Race rltns b/w: Asian/Pac Isldr in nat	351
EQ9679E	79e.	Race rltns b/w: Whites in nation	352
EQ9679F	79f.	Race rltns b/w: Blacks/Afr-Amer in mil	353
EQ9679G	79g.	Race rltns b/w: Hispanics in military	354
EQ9679H	79h.	Race rltns b/w: Ind/Eskimo/Aleut in mil	355
EQ9679I	79i.	Race rltns b/w: Asian/Pac Isldr in mil	356
EQ9679J	79j.	Race rltns b/w: Whites in military	357
COMMENT	80.	Flag for whether comments made	358
SRDATE	81.	Date questionnaire completed	359-366

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
INFORMATION ON OPERATIONS

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
DMDC_ID		DMDC Identification Number	367
ARVDATE		Arrival Date	368-371
MATPG		Paygrade Match Flag	372
MATRACE		Race Match Flag	373
MATSEX		Gender Match Flag	374
MATSVC		Service Match Flag	375
MISS99		Count of: Don't know	376-377
MISS_2		Count of: Implied continuation	378
MISS_4		Count of: Incomplete grid error	379
MISS_6		Count of: Not applicable - valid skip	380
MISS_8		Count of: Multiple response error	381
MISS_9		Count of: No response - invalid skip	382-391
MISS_TOT		Total number of missing responses	392-400

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
INFORMATION ON WEIGHTING

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
ANL_WT		Analysis Weight	401
ELIGFLGW		Eligibility Indicator	402
NVSTRAT		Frame Count Within Variance Est. Strata	403-411
VSTRAT		Variance Estimation Strata	412-420
WGHT_FLG		Flag for records weighted as respondents	421

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
VARIABLES CONSTRUCTED FOR ANALYSIS

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
XSEX		Constrctd Analytic Gender variable	422
XSVC		Constrctd Analytic Service variable	423
XCPAY3		Constrctd Analytic 3-category paygrade	424
RXCRACE		RECODED Constrctd Analytic Race/eth Var	425
RCLOC10A		RECODED Where last 12 mo most time-5 lev	426
RCLOC10B		RECODED Where last 12 mo most time-3 lev	427
RSRED_HI		RECODED Highest self-reprtd ed.	428
R9603		RECODED Place of birth	429
R9604		RECODED English as second language	430
RXCPAY4		RECODED 4-category paygrade	431
RYOS		RECODED Self-reprtd yrs active service	432
RSRHISPA		RECODED Self-reported Hispanic ethnicity	433
RSRRACE		RECODED Self-reported race	434
R9615		RECODED Spouse place of birth	435
R9616		RECODED Spouse English as second langg	436
RSPHISPA		RECODED Spouse Hispanic ethnicity	437
RSPRACE		RECODED Spouse race	438
RSPRETH		RECODED Constructed Spouse Race/eth Var	439
RFAMRET1		RECODED Same vs mixed race/eth marriage	440
RFAMRET2		RECODED Multiple race/eth marriage	441
RYLOC		RECODED Time compltd currnt duty statn	442
R9636A		RECODED Where did situation occur-5 levl	443
R9636B		RECODED Where did situation occur-3 levl	444
DODOFF		Offensive Encounters - DoD	445
DODTHRT		Threat/Harm - DoD	446
COMOFF		Offensive Encounters - Community	447
COMTHRT		Threat/Harm - Community	448
FAMDOD		Family Encounters/Threats - DoD	449
FAMCOM		Family Encounters/Threats - Community	450
ASSIGN		Assignment/Career	451
EVAL		Evaluation	452
SERVICES		Services	453
TESTSCR		Training/Test Scores	454
PUNISH		Punishment	455
FEARS		Fear	456
OTHDISC		Member/Family Other Exps	457
INC_FAM		Member/Family Incident	458
INC_MS		Member Incident - DoD	459
INC_CS		Member Incident - Community	460
INC_S		Member Incident	461
INCIDENT		Any Incident	462
R9632		RECODED DoD respnsbl to prvnt r/e h/d	463
INC32		DoD respnsbl-Incident-Tot. Elig. Pop.	464
INC32A		DoD respnsbl-Incident-Pop Reprtd Incdnt	465
FLAG32		Edit Flag for One Situation Q33-Q57	466

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
INFORMATION FROM RECORDS

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
RACE		Race on DMDC Records When Sampled	467
RETH		Race/Ethnic on DMDC Records When Sampled	468
SEX		Gender Number Code	469
SVC		Service Number Code	470
RBLKDEN		Occ class: % Black in DoD Occ Group	471
RHISPDEN		Occ class: % Hispanic in DoD Occ Group	472
RMINDEN		Occ class: % Minorities in DoD Occ Group	473

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - SURVEY

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
SRED	2.	Highest Education level completed	474
SREDA	2a.	Education level completed: < 12 years	475
SREDB	2b.	Education level completed: GED or equiv.	476
SREDC	2c.	Education level completed: HS diploma	477
SREDD	2d.	Education level completed:< 2 yr college	478
SREDE	2e.	Education level completed: AA/AS	479
SREDF	2f.	Education level completed:2-4 yr college	480
SREDG	2g.	Education level completed: BA/BS	481
SREDH	2h.	Education level completed: some grad sch	482
SREDI	2i.	Education level completed: MA/MS/Phd/MD	483
SRED_HI	2.	Highest Education level completed-Coded	484
EQ9603	3.	Where were you born	485
EQ9604	4.	Is English a second language	486
SRGRADE	6.	Current pay grade	487
EQ9607	7.	Years of active-duty service completed	488-490
SRHISPA1	8.	Spanish/Hispanic descent	491
SRRACE1	9.	Race	492
SRRACICD	9i.	Race - Indian coded	493
SRRACACD	9a.	Race - Asian coded	494
SRRACOCD	9o.	Race - Other coded	495
EQ9610	10.	Past yr: place srvd most active-dty time	496
EQ9610CD	10.	Past yr:place srvd active-dty time/coded	497-499
SRMARST	13.	Current marital status	500
EQ9615	15.	Where was spouse born	501
EQ9616	16.	English second language for spouse	502
SPHISPA1	17.	Spouse is of Spanish/Hispanic descent	503
SPRACE1	18.	Race of spouse	504
SPRACICD	18i.	Race of spouse: Indian (coded)	505
SPRACACD	18a.	Race of spouse: Asian (coded)	506
SPRACOCD	18o.	Race of spouse: Other (coded)	507
EQ9619	19.	Months completed at current duty station	508
EQ9624CD	24.	Race of immediate supervisor (coded)	509
EQ9636CD	36.	Where did situation occur (CD)	510-512
EQ9639CD	39.	Who did it, was: Race (CD)	513

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - ANALYSIS

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
XCRACE		Constructed Analytic Race/ethnicity Var	514
XCLOC10A		Con/anlt Where last 12mo most time-5 lev	515
XCLOC10B		Con/anlt Where last 12mo most time-3 lev	516
XCPAY4		Constructed 4-category paygrade	517
YOS		Collapsed self-reprtd yrs active service	518
SPRETH		Constructed Spouse Race/eth Var	519
FAMRET1		Constrctd Same vs mixed race/eth marriage	520
FAMRET2		Constructed Multiple race/eth marriage	521
YLOC		Collapsed time compltd currnt duty statn	522

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - OPERATIONS

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
INRECNO		Master SCS ID Number	523
LITHO		DRC mail identification number	524
BATCH		DRC Batch number applied for scanning	525-530
SERIAL		DRC Serial number applied for scanning	531
BLKREAS		Reason Survey Returned Blank	532
DISPO		Disposition Variable	533
DUPRET		Multiple Returns -- Excludes Blanks	534
DUPRET2		Multiple Returns - Includes Blanks	535
MAILING		Mailing Number	536-537
MAILTYP		Mailing Type	538
REFUSE		Refusals	539
SCANDATE		Date Survey Scanned	540-541
SRVRESP		Survey Control System Response Flag	542
SCSINEL		Flagged Inelig. in Surv. Control Sys.	543
SCSELIG		Survey Control System Eligibility Flag	544

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - SAMPLING & RECORD DATA

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
EER		End Englibility Code	545
EF071096		July 10, 1996 Eligibility Code	546
EF101796		October 17, 1996 Eligibility Code	547
EFWAVE2		Wave 2 Eligibility Code	548
ELIG_NUM		Eligibility Code	549
STRATUM		Sampling Stratum ID	550-559
NSTRAT		Population Count for Sampling Strata	560-569
NSAMP		Sample Count for Sampling Strata	570-577
BLKDEN		% Black in DoD Occ Group	578-582
HISPDEN		% Hispanic in DoD Occ Group	583-587
MINDEN		% Minorities in DoD Occ Group	588-592

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - WEIGHTING

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
CPAY		Constructed Pay Grade Code	593
CRACE		Constructed Race Code	594
CRACE2W		Constructed Race Code 2W	595
CRACE2B		Constructed Race Code 2B	596
CRACE3		Constructed Race Code 3	597
CRACE4		Constructed Race Code 4	598
CRACE5		Constructed Race Code 5	599
CRACE6		Constructed Race Code 6	600
CREGION		Region Code	601
CSERVICE		Constructed Service Code	602
CS_COMP		Constructed Service Component Code	603
DPLOYIND		Deployment Indicator	604
DUTYLOC		Duty Location Code	605-610
DUTYOCC		Duty Occupation Code	611
M_ETH		Ethnic Group	612-613
JNTSSI		Joint Service Spouse Indicator	614
MARRIED		Constructed Marital Status Code	615
MCSIND		Marine Corps Ship Indicator	616
MEMLOC		Member Location Code	617-619
PG		Pay Grade Code	620
RANKABB		Sample Member Abbreviated Rank	621-623
M_SEA		Sea Shore Code	624
SVC_COMP		Service Component Code	625
TAFMS		Total Active Federal Months of Service	626-640
ZIPSTATE		Zip Code State	641-643
DENBLK2		Black Density Category (4)	644
DENHSP2		Hispanic Density Category (4)	645
DENMNR2		Minority Density Category (4)	646
INELCODE		Ineligibility Status Code	647
MISRELQS		Indicator For Missing Relevant Questions	648
SEG1A		Segment Created For Response Modeling	649
SVC1RAC1		Population Total For Whites In The Army	650
SVC1RAC2		Population Total For Blacks In The Army	651
SVC1RAC3		Population Total For Hispanics In The Army	652
SVC1RAC4		Population Total For Native Americans In Th	653
SVC1RAC5		Population Total For Asia/Pacific Islanders	654
SVC1RAC6		Population Total For Others In The Army	655
SVC2RAC1		Population Total For Whites In The Navy	656
SVC2RAC2		Population Total For Blacks In The Navy	657
SVC2RAC3		Population Total For Hispanics In The Navy	658
SVC2RAC4		Population Total For Native Americans In Th	659
SVC2RAC5		Population Total For Asia/Pacific Islanders	660
SVC2RAC6		Population Total For Others In The Navy	661
SVC3RAC1		Population Total For Whites In The Marine C	662
SVC3RAC2		Population Total For Blacks In The Marine C	663

Status of the Armed Forces Survey Form D--Equal Opportunity 1996
CONFIDENTIAL VARIABLES - WEIGHTING

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE(S) IN APPENDIX G
SVC3RAC3		Population Total For Hispanics In The Marin	664
SVC3RAC4		Population Total For Native Americans In Th	665
SVC3RAC5		Population Total For Asia/Pacific Islanders	666
SVC3RAC6		Population Total For Others In The Marine C	667
SVC4RAC1		Population Total For Whites In The Air Forc	668
SVC4RAC2		Population Total For Blacks In The Air Forc	669
SVC4RAC3		Population Total For Hispanics In The Air F	670
SVC4RAC4		Population Total For Native Americans In Th	671
SVC4RAC5		Population Total For Asia/Pacific Islanders	672
SVC4RAC6		Population Total For Others In The Air Forc	673
SVC5RAC1		Population Total For Whites In The Coast Gu	674
SVC5RAC2		Population Total For Blacks In The Coast Gu	675
SVC5RAC3		Population Total For Hispanics In The Coast	676
SVC5RAC4		Population Total For Native Americans In Th	677
SVC5RAC5		Population Total For Asia/Pacific Islanders	678
SVC6RAC1		Population Total For Whites In The AGR/TARs	679
SVC6RAC2		Population Total For Blacks In The AGR/TARs	680
SVC6RAC3		Population Total For Hispanics In The AGR/T	681
SVC6RAC4		Population Total For Native Americans In Th	682
SVC6RAC5		Population Total For Asia/Pacific Islanders	683
SVC6RAC6		Population Total For Others In The AGR/TARs	684
MISSCNT		Number Of Missing Relevant Questions	685-687
NRSPCODE		Nonrespondent Status Code	688
R_CRACE		Recoded Race/Ethnicity	689
REGION3		Location	690
PSTSTRAT		Post-Stratification Weight Adjustment	691
SAMPWT		Sampling Weight	692
RSPPROP		Response Adjustment	693
RSPADJWT		Response Adjusted Sampling Weight	694
EDLEVEL		Education Category From Military Records	695

Appendix G

Frequency and Percentage Distributions for Variables in the Survey Analysis Files

Status of the Armed Forces Survey Form D--Equal Opportunity 1996

SRSEX - Are you ...

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0001-0002	2	EDSEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
108	0.1	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34199	44.6	1	1	Male
6042	7.9	2	2	Female
76754	100.0	TOTALS		

SRSVC - In what Service are you?

OS DATA	
COLS	LENGTH
0003-0004	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSVC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
93	0.1	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14043	18.3	1	1	Army
8713	11.4	2	2	Navy
5224	6.8	3	3	Marine Corps
9219	12.0	4	4	Air Force
3053	4.0	5	5	Coast Guard
76754	100.0	TOTALS		

SRRACISP - What race do you consider yourself to be? Mark one. - Indian (Amer.)- specify

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0005-0006	2	EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1706	2.2	-9	.	Missing skip: No response or multiple response error for Q9 and no text in specify box.
120	0.2	-2	.M	Missing continuation: No response or multiple response error for Q9 and specify box contains text.
36404	47.4	-1	.B	No survey returned
35672	46.5	1	1	Valid skip: Did not select "Indian" response option for Q9 and no text in specify box for Q9.
2573	3.4	2	2	Valid continuation: Selected "Indian" response option for Q9 and specify box contains text.
133	0.2	3	3	Implied continuation: Did not select "Indian" response option for Q9 but specify box contains text.
146	0.2	4	4	Invalid skip: Selected "Indian" response option for Q9 but no text in specify box.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRRACASP - What race do you consider yourself to be? Mark one. - Asian, Pacific Islander - specify

OS DATA	
COLS	LENGTH
0007-0008	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1650	2.1	-9	.	Missing skip: No response for Q9 but no text in specify box.
176	0.2	-2	.M	Missing continuation: No response for Q9 and specify box contains text.
36404	47.4	-1	.B	No survey returned
30905	40.3	1	1	Valid skip: Did not select "Asian" response option for Q9 and no text in specify box.
7392	9.6	2	2	Valid continuation: Selected "Asian" response option for Q9 and specify box contains text.
23	0.0	3	3	Implied continuation: Did not select "Asian" response option for Q9 but specify box contains text.
204	0.3	4	4	Invalid skip: Selected "Asian" response option for Q9 but no text in specify box.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRRACOSP - What race do you consider yourself to be? Mark one. - Other race - specify

OS DATA	
COLS	LENGTH
0009-0010	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1313	1.7	-9	.	Missing skip: No response for Q9 and no text in specify box.
513	0.7	-2	.M	Missing continuation: No response for Q9 and specify box contains text.
36404	47.4	-1	.B	No survey returned
33528	43.7	1	1	Valid skip: Did not select "Other race" response option for Q9 and no text in specify box.
4840	6.3	2	2	Valid continuation: Selected "Other race" response option for Q9 and specify box contains text.
75	0.1	3	3	Implied continuation: Did not select "Other race" response option for Q9 but specify box contains text.
81	0.1	4	4	Invalid skip: Selected "Other race" response option for Q9 but no text in specify box.
76754	100.0	TOTALS		

EQ9610SP - During the last 12 months, where have you served most of your active-duty time? - specify

OS DATA	
COLS	LENGTH
0011-0012	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
228	0.3	-9	.	Missing skip: No response or multiple response error for Q10 and no text in specify box.
1439	1.9	-2	.M	Missing continuation: No response or multiple response error for Q10 but specify box contains text.
36404	47.4	-1	.B	No survey returned
8515	11.1	1	1	Valid skip: Did not select "In one of the 50 states, DC, Puerto Rico, a US Territory or Possession" response option for Q10 and no text in specify box.
22760	29.7	2	2	Valid continuation: Selected "In one of the 50 states ..." response option for Q10 and specify box contains text.
520	0.7	3	3	Implied continuation: Did not select "In one of the 50 states ..." response option for Q10 but specify box contains text.

(CONTINUED)

EQ9610SP - During the last 12 months, where have you served most of your active-duty time? - specify

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6888	9.0	4	4	Invalid skip: Selected "In one of the 50 states ..." response option for Q10 but no text in specify box.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9611 - During the last 12 months, where have you lived most?

OS DATA	
COLS	LENGTH
0013-0014	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDLIVE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
166	0.2	-9	.	No response
62	0.1	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21030	27.4	1	1	Privately owned/rented/leased housing
2338	3.0	2	2	Military family housing not on an installation
7627	9.9	3	3	Military family housing on an installation
1475	1.9	4	4	Aboard ship
7652	10.0	5	5	Barracks/dorm (including BEQ/BOQ)
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9612A - Excluding yourself, how many family members (people who could be claimed as dependents for military benefits) ... reside with you? (Mark a response in column A and column B.)

OS DATA	
COLS	LENGTH
0015-0016	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDDEP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1494	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12552	16.4	1	1	0
6941	9.0	2	2	1
6692	8.7	3	3	2
12670	16.5	4	4	3 or more
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9612B - Excluding yourself, how many family members (people who could be claimed as dependents for military benefits) ... reside elsewhere? (Mark a response in column A and column B.)

OS DATA	
COLS	LENGTH
0017-0018	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDDEP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14265	18.6	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19361	25.2	1	1	0
3540	4.6	2	2	1
1780	2.3	3	3	2
1402	1.8	4	4	3 or more
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9614 - Was your marital status "married" at any time in the past 12 months?

OS DATA	
COLS	LENGTH
0019-0020	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1130	1.5	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12742	16.6	1	1	No
26474	34.5	2	2	Yes
76754	100.0	TOTALS		

EQ9614SK - Was your marital status "married" at any time in the past 12 months? - skip

OS DATA	
COLS	LENGTH
0021-0022	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
461	0.6	-9	.	Missing skip: No response or multiple response error for Q14 and -9 for Q15-Q18.
673	0.9	-2	.M	Missing continuation: No response or multiple response error for Q14 and at least one value not equal to -9 for Q15-Q18.
36404	47.4	-1	.B	No survey returned
12557	16.4	1	1	Valid skip: Selected "No" response option for Q14 and was assigned -9 for Q15-Q18.
26444	34.5	2	2	Valid continuation: Selected "Yes" response option for Q14 and at least one value not equal to -9 for Q15-Q18.
185	0.2	3	3	Implied continuation: Selected "No" response option for Q14 but at least one value not equal to -9 for Q15-Q18.
30	0.0	4	4	Invalid skip: Selected "Yes" response option for Q14 but -9 was assigned for Q15-Q18.
76754	100.0	TOTALS		

SPRACISP - What race is your spouse? Mark one. - Indian (Amer.)
- specify

OS DATA	
COLS	LENGTH
0023-0024	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSPY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1442	1.9	-9	.	Missing skip: No response for Q18 and no text in specify box.
430	0.6	-2	.M	Missing continuation: No response for Q18 but specify box contains text.
36404	47.4	-1	.B	No survey returned
25214	32.9	1	1	Valid skip: Did not select "Indian" response option for Q18 and no text in specify box for Q9.
361	0.5	2	2	Valid continuation: Selected "Indian" response option for Q18 and specify box contains text.
645	0.8	3	3	Implied continuation: Did not select "Indian" response option for Q18 but specify box contains text.
35	0.0	4	4	Invalid skip: Selected "Indian" response option for Q18 but no text in specify box.
12223	15.9	81	81	Doesn't apply - no spouse in last year.
76754	100.0	TOTALS		

SPRACASP - What race is your spouse? Mark one. - Asian, Pacific Islander - specify

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0025-0026	2	EDSPY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1380	1.8	-9	.	Missing skip: No response for Q18 and no text in specify box.
163	0.2	-2	.M	Missing continuation: No response for Q18 but specify box contains text.
36404	47.4	-1	.B	No survey returned
22388	29.2	1	1	Valid skip: Did not select "Asian" response option for Q18 and no text in specify box.
3732	4.9	2	2	Valid continuation: Selected "Asian" response option for Q18 and specify box contains text.
8	0.0	3	3	Implied continuation: Did not select "Asian" response option for Q18 but specify box contains text.
127	0.2	4	4	Invalid skip: Selected "Asian" response option for Q18 but no text in specify box.
12552	16.4	81	81	Doesn't apply - no spouse in last year
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SPRACOSP - What race is your spouse? Mark one. - Other race - specify

OS DATA	
COLS	LENGTH
0027-0028	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSPY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1195	1.6	-9	.	Missing skip: No response for Q18 and no text in specify box.
351	0.5	-2	.M	Missing continuation: No response for Q18 but specify box contains text.
36404	47.4	-1	.B	No survey returned
23659	30.8	1	1	Valid skip: Did not select "Other race" response option for Q18 and no text in specify box.
2486	3.2	2	2	Valid continuation: Selected "Other race" response option for Q18 and specify box contains text.
61	0.1	3	3	Implied continuation: Did not select "Other race" response option for Q18 but specify box contains text.
49	0.1	4	4	Invalid skip: Selected "Other race" response option for Q18 but no text in specify box.
12549	16.3	81	81	Doesn't apply - no spouse in last year
76754	100.0	TOTALS		

EQ9620 - Is this location your permanent duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0029-0030	2	EDPRMNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
369	0.5	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38759	50.5	1	1	Yes
640	0.8	2	2	No, I am TDY/TAD attending training
581	0.8	3	3	No, I am TDY/TAD for other reasons
76754	100.0	TOTALS		

Are you... (Mark one answer for each item.)

EQ9621A - A student in a military course?

OS DATA	
COLS	LENGTH
0031-0032	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2523	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33946	44.2	1	1	No
3880	5.1	2	2	Yes
76754	100.0	TOTALS		

Are you... (Mark one answer for each item.)

EQ9621B - Serving aboard ship at sea

OS DATA	
COLS	LENGTH
0033-0034	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2584	3.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34161	44.5	1	1	No
3603	4.7	2	2	Yes
76754	100.0	TOTALS		

Are you... (Mark one answer for each item.)

EQ9621C - In a work environment where members of your race/ethnicity are uncommon?

OS DATA	
COLS	LENGTH
0035-0036	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1808	2.4	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
24982	32.5	1	1	No
13553	17.7	2	2	Yes
76754	100.0	TOTALS		

Status of the Armed Forces Survey Form D--Equal Opportunity 1996

Are you... (Mark one answer for each item.)

EQ9621D - In a work environment where members of racial/ethnic minorities are uncommon?

OS DATA	
COLS	LENGTH
0037-0038	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2410	3.1	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
30180	39.3	1	1	No
7757	10.1	2	2	Yes
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Status of the Armed Forces Survey Form D--Equal Opportunity 1996

Are you... (Mark one answer for each item.)

EQ9621E - Deployed on a peace keeping mission such as in Bosnia?

OS DATA	
COLS	LENGTH
0039-0040	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2833	3.7	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
35692	46.5	1	1	No
1821	2.4	2	2	Yes
76754	100.0	TOTALS		

EQ9622 - What is the gender of your immediate supervisor?

OS DATA	
COLS	LENGTH
0041-0042	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
235	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
35784	46.6	1	1	Male
4326	5.6	2	2	Female
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9623 - Is your immediate supervisor of Spanish/Hispanic origin or descent? Mark one.

OS DATA	
COLS	LENGTH
0043-0044	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
255	0.3	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
36673	47.8	1	1	No
2556	3.3	2	2	Yes
864	1.1	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9624 - What is the race of your immediate supervisor? Mark one.

OS DATA	
COLS	LENGTH
0045-0046	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRACEY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
720	0.9	-9	.	No response
36	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29610	38.6	1	1	White
6036	7.9	2	2	Black, African-Amer.
127	0.2	3	3	Indian (Amer.), Eskimo, Aleut
1189	1.5	4	4	Asian, Pacific Islander
1721	2.2	5	5	Other race
911	1.2	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9624SP - What is the race of your immediate supervisor? Mark one. - specify

OS DATA	
COLS	LENGTH
0047-0048	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
470	0.6	-9	.	Missing skip: No response or multiple response error for Q24 and no text in specify box.
286	0.4	-2	.M	Missing continuation: No response or multiple response error for Q24 but specify box contains text.
36404	47.4	-1	.B	No survey returned
37687	49.1	1	1	Valid skip: Did not select "Other race" response option for Q24 and no text in specify box.
1688	2.2	2	2	Valid continuation: Selected "Other race" response option for Q24 and specify box contains text.
186	0.2	3	3	Implied continuation: Did not select "Other race" response option for Q24 but specify box contains text.
33	0.0	4	4	Invalid skip: Selected "Other race" response option for Q24 but no text in specify box.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent...

EQ9625A - Does your work make use of your skills?

OS DATA	
COLS	LENGTH
0049-0050	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
186	0.2	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1533	2.0	1	1	Not at all
4077	5.3	2	2	Small extent
8563	11.2	3	3	Moderate extent
11537	15.0	4	4	Large extent
14452	18.8	5	5	Very large extent
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Status of the Armed Forces Survey Form D--Equal Opportunity 1996

To what extent...

EQ9625B - Do you get the information you need to do your job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0051-0052	2	EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
214	0.3	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
612	0.8	1	1	Not at all
3632	4.7	2	2	Small extent
10263	13.4	3	3	Moderate extent
15994	20.8	4	4	Large extent
9631	12.5	5	5	Very large extent
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent...

EQ9625C - Does your supervisor tell you what you need to know to do your work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0053-0054	2	EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
261	0.3	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3313	4.3	1	1	Not at all
6497	8.5	2	2	Small extent
9530	12.4	3	3	Moderate extent
12154	15.8	4	4	Large extent
8592	11.2	5	5	Very large extent
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent...

EQ9625D - Does your supervisor tell you when he/she does not understand what you say?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0055-0056	2	EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
477	0.6	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
7521	9.8	1	1	Not at all
4733	6.2	2	2	Small extent
7058	9.2	3	3	Moderate extent
11536	15.0	4	4	Large extent
9019	11.8	5	5	Very large extent
76754	100.0	TOTALS		

How satisfied are you with...

EQ9626A - Your opportunities for promotion?

OS DATA	
COLS	LENGTH
0057-0058	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
192	0.3	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5683	7.4	1	1	Very dissatisfied
6921	9.0	2	2	Dissatisfied
7268	9.5	3	3	Neither satisfied nor dissatisfied
13703	17.9	4	4	Satisfied
6579	8.6	5	5	Very satisfied
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

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How satisfied are you with...

EQ9626B - Your pay and benefits?

OS DATA	
COLS	LENGTH
0059-0060	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
201	0.3	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3632	4.7	1	1	Very dissatisfied
8464	11.0	2	2	Dissatisfied
8253	10.8	3	3	Neither satisfied nor dissatisfied
15750	20.5	4	4	Satisfied
4039	5.3	5	5	Very satisfied
76754	100.0	TOTALS		

How satisfied are you with...

EQ9626C - Your job security?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0061-0062	2	EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
405	0.5	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2451	3.2	1	1	Very dissatisfied
4561	5.9	2	2	Dissatisfied
8098	10.6	3	3	Neither satisfied nor dissatisfied
17896	23.3	4	4	Satisfied
6933	9.0	5	5	Very satisfied
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with...

EQ9626D - The direction/supervision you receive?

OS DATA	
COLS	LENGTH
0063-0064	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
318	0.4	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2382	3.1	1	1	Very dissatisfied
4628	6.0	2	2	Dissatisfied
9161	11.9	3	3	Neither satisfied nor dissatisfied
17559	22.9	4	4	Satisfied
6295	8.2	5	5	Very satisfied
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with...

EQ9626E - The relationship you have with your co-workers?

OS DATA	
COLS	LENGTH
0065-0066	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
229	0.3	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
684	0.9	1	1	Very dissatisfied
1605	2.1	2	2	Dissatisfied
5711	7.4	3	3	Neither satisfied nor dissatisfied
20243	26.4	4	4	Satisfied
11874	15.5	5	5	Very satisfied
76754	100.0	TOTALS		

How satisfied are you with...

EQ9626F - The kind of work you do?

OS DATA	
COLS	LENGTH
0067-0068	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
303	0.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2247	2.9	1	1	Very dissatisfied
3559	4.6	2	2	Dissatisfied
6073	7.9	3	3	Neither satisfied nor dissatisfied
16253	21.2	4	4	Satisfied
11907	15.5	5	5	Very satisfied
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with...

EQ9626G - Your chances to acquire valuable job skills?

OS DATA	
COLS	LENGTH
0069-0070	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
288	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3049	4.0	1	1	Very dissatisfied
5091	6.6	2	2	Dissatisfied
7935	10.3	3	3	Neither satisfied nor dissatisfied
15226	19.8	4	4	Satisfied
8758	11.4	5	5	Very satisfied
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with...

EQ9626H - Your job as a whole?

OS DATA	
COLS	LENGTH
0071-0072	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSAT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
460	0.6	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2047	2.7	1	1	Very dissatisfied
4004	5.2	2	2	Dissatisfied
6945	9.0	3	3	Neither satisfied nor dissatisfied
18410	24.0	4	4	Satisfied
8481	11.0	5	5	Very satisfied
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree with the following statements about your military career and Service?

EQ9627A - I will get the assignments I need to be competitive for promotions.

OS DATA	
COLS	LENGTH
0073-0074	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDAGREE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
196	0.3	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3868	5.0	1	1	Strongly disagree
7508	9.8	2	2	Disagree
11458	14.9	3	3	Neither agree nor disagree
13332	17.4	4	4	Agree
3986	5.2	5	5	Strongly agree
76754	100.0	TOTALS		

How much do you agree with the following statements about your military career and Service?

EQ9627B - My Service's evaluation/selection system is effective in promoting its best members.

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0075-0076	2	EDAGREE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
208	0.3	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
7204	9.4	1	1	Strongly disagree
11024	14.4	2	2	Disagree
10017	13.1	3	3	Neither agree nor disagree
9862	12.8	4	4	Agree
2032	2.6	5	5	Strongly agree
76754	100.0	TOTALS		

How much do you agree with the following statements about your military career and Service?

EQ9627C - If I stay in the Service, I will be promoted as high as my ability and effort warrant.

OS DATA	
COLS	LENGTH
0077-0078	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDAGREE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4956	6.5	1	1	Strongly disagree
8333	10.9	2	2	Disagree
8711	11.3	3	3	Neither agree nor disagree
12817	16.7	4	4	Agree
5290	6.9	5	5	Strongly agree
76754	100.0	TOTALS		

How much do you agree with the following statements about your military career and Service?

EQ9627D - I am proud to tell others that I am a member of my Service.

OS DATA	
COLS	LENGTH
0079-0080	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDAGREE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
267	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
799	1.0	1	1	Strongly disagree
1204	1.6	2	2	Disagree
4682	6.1	3	3	Neither agree nor disagree
14725	19.2	4	4	Agree
18668	24.3	5	5	Strongly agree
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How much do you agree with the following statements about your military career and Service?

EQ9627E - Being a member of my Service inspires me to do the best job I can.

OS DATA	
COLS	LENGTH
0081-0082	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDAGREE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
319	0.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
924	1.2	1	1	Strongly disagree
2019	2.6	2	2	Disagree
6896	9.0	3	3	Neither agree nor disagree
15353	20.0	4	4	Agree
14835	19.3	5	5	Strongly agree
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9628 - Suppose that you need to decide whether to remain in the military. Assuming you could remain, how likely is it that you would choose to do so?

OS DATA	
COLS	LENGTH
0083-0084	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDLIKE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
282	0.4	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5245	6.8	1	1	Very unlikely
3755	4.9	2	2	Unlikely
6375	8.3	3	3	Undecided
10348	13.5	4	4	Likely
14340	18.7	5	5	Very likely
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AA - Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA	
COLS	LENGTH
0085-0086	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
257	0.3	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
23998	31.3	1	1	Never
8999	11.7	2	2	Once or twice
5697	7.4	3	3	Sometimes
1397	1.8	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AB - Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA	
COLS	LENGTH
0087-0088	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
301	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19893	25.9	1	1	Never
10815	14.1	2	2	Once or twice
7043	9.2	3	3	Sometimes
2295	3.0	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AC - Were condescending to you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0089-0090	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
669	0.9	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
26709	34.8	1	1	Never
6908	9.0	2	2	Once or twice
4654	6.1	3	3	Sometimes
1404	1.8	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AD - Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA	
COLS	LENGTH
0091-0092	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
274	0.4	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
35207	45.9	1	1	Never
2962	3.9	2	2	Once or twice
1369	1.8	3	3	Sometimes
537	0.7	4	4	Often
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AE - Displayed tattoos or wore distinctive clothes which were racist?

OS DATA	
COLS	LENGTH
0093-0094	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
337	0.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33008	43.0	1	1	Never
4140	5.4	2	2	Once or twice
2125	2.8	3	3	Sometimes
736	1.0	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AF - Did not include you in social activities because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0095-0096	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
468	0.6	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33685	43.9	1	1	Never
3371	4.4	2	2	Once or twice
2022	2.6	3	3	Sometimes
801	1.0	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AG - Made you feel uncomfortable by hostile looks or stares because of your race/ethinicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0097-0098	2	EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
302	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29651	38.6	1	1	Never
5945	7.7	2	2	Once or twice
3216	4.2	3	3	Sometimes
1233	1.6	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AH - Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0099-0100	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
281	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33595	43.8	1	1	Never
4219	5.5	2	2	Once or twice
1700	2.2	3	3	Sometimes
552	0.7	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AI - Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA	
COLS	LENGTH
0101-0102	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
271	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34300	44.7	1	1	Never
3567	4.6	2	2	Once or twice
1560	2.0	3	3	Sometimes
650	0.8	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AJ - Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA	
COLS	LENGTH
0103-0104	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
303	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
30557	39.8	1	1	Never
6287	8.2	2	2	Once or twice
2353	3.1	3	3	Sometimes
848	1.1	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AK - Vandalized your property because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0105-0106	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
315	0.4	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38936	50.7	1	1	Never
777	1.0	2	2	Once or twice
235	0.3	3	3	Sometimes
86	0.1	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AL - Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA	
COLS	LENGTH
0107-0108	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
271	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
37618	49.0	1	1	Never
1443	1.9	2	2	Once or twice
669	0.9	3	3	Sometimes
347	0.5	4	4	Often
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AM - Physically threatened or intimidated you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0109-0110	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
295	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38083	49.6	1	1	Never
1318	1.7	2	2	Once or twice
451	0.6	3	3	Sometimes
201	0.3	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AN - Assaulted you physically because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0111-0112	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
295	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
39494	51.5	1	1	Never
401	0.5	2	2	Once or twice
112	0.1	3	3	Sometimes
46	0.1	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation) ...

EQ9629AO - Bothered or hurt any of your family in any of these ways (items a-n) because of your or your family's race/ethnicity?

OS DATA	
COLS	LENGTH
0113-0114	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
318	0.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38148	49.7	1	1	Never
1179	1.5	2	2	Once or twice
554	0.7	3	3	Sometimes
149	0.2	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BA - Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA	
COLS	LENGTH
0115-0116	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5592	7.3	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
23437	30.5	1	1	Never
6528	8.5	2	2	Once or twice
3831	5.0	3	3	Sometimes
959	1.2	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BB - Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA	
COLS	LENGTH
0117-0118	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5666	7.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20919	27.3	1	1	Never
7562	9.9	2	2	Once or twice
4900	6.4	3	3	Sometimes
1295	1.7	4	4	Often
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BC - Were condescending to you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0119-0120	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5991	7.8	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
23858	31.1	1	1	Never
5727	7.5	2	2	Once or twice
3686	4.8	3	3	Sometimes
1084	1.4	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BD - Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA	
COLS	LENGTH
0121-0122	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5641	7.3	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
28718	37.4	1	1	Never
3580	4.7	2	2	Once or twice
1766	2.3	3	3	Sometimes
641	0.8	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BE - Displayed tattoos or wore distinctive clothes which were racist?

OS DATA	
COLS	LENGTH
0123-0124	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5735	7.5	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
25202	32.8	1	1	Never
4722	6.2	2	2	Once or twice
3469	4.5	3	3	Sometimes
1217	1.6	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BF - Did not include you in social activities because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0125-0126	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5856	7.6	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29703	38.7	1	1	Never
2497	3.3	2	2	Once or twice
1584	2.1	3	3	Sometimes
705	0.9	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BG - Made you feel uncomfortable by hostile looks or stares because of your race/ethinicity?

OS DATA	
COLS	LENGTH
0127-0128	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5654	7.4	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22026	28.7	1	1	Never
6415	8.4	2	2	Once or twice
4390	5.7	3	3	Sometimes
1855	2.4	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BH - Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0129-0130	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5666	7.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
28580	37.2	1	1	Never
3943	5.1	2	2	Once or twice
1663	2.2	3	3	Sometimes
494	0.6	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BI - Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0131-0132	2	EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5656	7.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
30696	40.0	1	1	Never
2474	3.2	2	2	Once or twice
1118	1.5	3	3	Sometimes
403	0.5	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BJ - Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA	
COLS	LENGTH
0133-0134	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5663	7.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
26707	34.8	1	1	Never
5150	6.7	2	2	Once or twice
2136	2.8	3	3	Sometimes
691	0.9	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BK - Vandalized your property because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0135-0136	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5680	7.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33249	43.3	1	1	Never
1045	1.4	2	2	Once or twice
271	0.4	3	3	Sometimes
103	0.1	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BL - Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA	
COLS	LENGTH
0137-0138	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5671	7.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33169	43.2	1	1	Never
963	1.3	2	2	Once or twice
389	0.5	3	3	Sometimes
156	0.2	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BM - Physically threatened or intimidated you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0139-0140	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5684	7.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
32433	42.3	1	1	Never
1594	2.1	2	2	Once or twice
479	0.6	3	3	Sometimes
158	0.2	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BN - Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0141-0142	2	EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5714	7.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33866	44.1	1	1	Never
578	0.8	2	2	Once or twice
136	0.2	3	3	Sometimes
54	0.1	4	4	Often
76754	100.0	TOTALS		

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation ...

EQ9629BO - Bothered or hurt any of your family in any of these ways (items a-n) because of your or your family's race/ethnicity?

OS DATA	
COLS	LENGTH
0143-0144	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDOFTEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5683	7.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31415	40.9	1	1	Never
2090	2.7	2	2	Once or twice
893	1.2	3	3	Sometimes
267	0.3	4	4	Often
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630A - I was rated lower than I deserved on my last evaluation.

OS DATA	
COLS	LENGTH
0145-0146	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
266	0.3	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
32772	42.7	1	1	No, or does not apply
5020	6.5	2	2	Yes, but my race/ethnicity was NOT a factor
2283	3.0	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630B - My last evaluation contained unjustified negative comments.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0147-0148	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
253	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
37325	48.6	1	1	No, or does not apply
1740	2.3	2	2	Yes, but my race/ethnicity was NOT a factor
1027	1.3	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630C - I was held to a higher performance standard than others.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0149-0150	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
316	0.4	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
28659	37.3	1	1	No, or does not apply
9013	11.7	2	2	Yes, but my race/ethnicity was NOT a factor
2355	3.1	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630D - I did not get an award or a decoration given to others in similiar circumstances.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0151-0152	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
305	0.4	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31004	40.4	1	1	No, or does not apply
6553	8.5	2	2	Yes, but my race/ethnicity was NOT a factor
2478	3.2	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630E - My current assignment has not made use of my job skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0153-0154	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
283	0.4	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31235	40.7	1	1	No, or does not apply
7936	10.3	2	2	Yes, but my race/ethnicity was NOT a factor
889	1.2	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630F - I was not able to attend a major school needed for my specialty.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0155-0156	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
258	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
35271	46.0	1	1	No, or does not apply
4041	5.3	2	2	Yes, but my race/ethnicity was NOT a factor
775	1.0	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630G - I did not get to go to short (1- to 3- day) courses that would provide me with needed skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0157-0158	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
248	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34396	44.8	1	1	No, or does not apply
5006	6.5	2	2	Yes, but my race/ethnicity was NOT a factor
695	0.9	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630H - I received lower grades than I deserved in my training.

OS DATA	
COLS	LENGTH
0159-0160	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
254	0.3	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38615	50.3	1	1	No, or does not apply
970	1.3	2	2	Yes, but my race/ethnicity was NOT a factor
507	0.7	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630I - I did not get a job assignment that I wanted because of scores that I got on tests.

OS DATA	
COLS	LENGTH
0161-0162	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
246	0.3	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38623	50.3	1	1	No, or does not apply
1243	1.6	2	2	Yes, but my race/ethnicity was NOT a factor
232	0.3	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630J - My current assignment is not good for my career if I continue in the military.

OS DATA	
COLS	LENGTH
0163-0164	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
284	0.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31468	41.0	1	1	No, or does not apply
7600	9.9	2	2	Yes, but my race/ethnicity was NOT a factor
990	1.3	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630K - I did not receive day-to-day, short-term tasks that would help me prepare for advancement.

OS DATA	
COLS	LENGTH
0165-0166	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
296	0.4	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34459	44.9	1	1	No, or does not apply
4814	6.3	2	2	Yes, but my race/ethnicity was NOT a factor
776	1.0	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630L - I did not have a professional relationship with someone who advised (mentored) me on career development.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0167-0168	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
289	0.4	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
30347	39.5	1	1	No, or does not apply
7837	10.2	2	2	Yes, but my race/ethnicity was NOT a factor
1867	2.4	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630M - I did not learn--until it was too late--of opportunities that would help my career.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0169-0170	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
293	0.4	-9	.	No response
13	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
30562	39.8	1	1	No, or does not apply
7746	10.1	2	2	Yes, but my race/ethnicity was NOT a factor
1736	2.3	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630N - I was unable to get straight answers about my promotion possibilities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0171-0172	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
292	0.4	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31742	41.4	1	1	No, or does not apply
6668	8.7	2	2	Yes, but my race/ethnicity was NOT a factor
1637	2.1	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ96300 - I or my family was discriminated against when seeking non-government housing.

OS DATA	
COLS	LENGTH
0173-0174	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
257	0.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38692	50.4	1	1	No, or does not apply
489	0.6	2	2	Yes, but my race/ethnicity was NOT a factor
907	1.2	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630P - I or my family was made to feel unwelcome by a local business (for example, a store or restaurant).

OS DATA	
COLS	LENGTH
0175-0176	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
282	0.4	-9	.	No response
12	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
34432	44.9	1	1	No, or does not apply
1139	1.5	2	2	Yes, but my race/ethnicity was NOT a factor
4485	5.8	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630Q - I or my family did not get appropriate medical care.

OS DATA	
COLS	LENGTH
0177-0178	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
274	0.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
36078	47.0	1	1	No, or does not apply
3397	4.4	2	2	Yes, but my race/ethnicity was NOT a factor
593	0.8	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630R - I or my family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

OS DATA	
COLS	LENGTH
0179-0180	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
294	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
37180	48.4	1	1	No, or does not apply
1687	2.2	2	2	Yes, but my race/ethnicity was NOT a factor
1186	1.5	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630S - I was excluded by my peers from social activities.

OS DATA	
COLS	LENGTH
0181-0182	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
327	0.4	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
36108	47.0	1	1	No, or does not apply
2014	2.6	2	2	Yes, but my race/ethnicity was NOT a factor
1896	2.5	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630T - Local civilian police harassed me or my family without cause.

OS DATA	
COLS	LENGTH
0183-0184	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
309	0.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38067	49.6	1	1	No, or does not apply
504	0.7	2	2	Yes, but my race/ethnicity was NOT a factor
1466	1.9	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630U - I or my family was watched more closely than others were by Armed Forces police.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0185-0186	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
297	0.4	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38465	50.1	1	1	No, or does not apply
396	0.5	2	2	Yes, but my race/ethnicity was NOT a factor
1187	1.5	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630V - I was taken to nonjudicial punishment or court martial when I should not have been.

OS DATA	
COLS	LENGTH
0187-0188	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
305	0.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38987	50.8	1	1	No, or does not apply
559	0.7	2	2	Yes, but my race/ethnicity was NOT a factor
495	0.6	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630W - I was punished for something that others did without being punished.

OS DATA	
COLS	LENGTH
0189-0190	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
324	0.4	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
36730	47.9	1	1	No, or does not apply
1778	2.3	2	2	Yes, but my race/ethnicity was NOT a factor
1513	2.0	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630X - I was afraid for me or my family to go off the installation because of gang activity.

OS DATA	
COLS	LENGTH
0191-0192	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
308	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38084	49.6	1	1	No, or does not apply
1172	1.5	2	2	Yes, but my race/ethnicity was NOT a factor
783	1.0	3	3	Yes, and my race/ethnicity was a factor
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630Y - I was afraid for me or my family to go off the installation for other reasons.

OS DATA	
COLS	LENGTH
0193-0194	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
312	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38352	50.0	1	1	No, or does not apply
1050	1.4	2	2	Yes, but my race/ethnicity was NOT a factor
633	0.8	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one alternative for each item.

EQ9630Z - I was afraid for me or my family because of gang activity on the installation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0195-0196	2	EDYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
358	0.5	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
38791	50.5	1	1	No, or does not apply
775	1.0	2	2	Yes, but my race/ethnicity was NOT a factor
423	0.6	3	3	Yes, and my race/ethnicity was a factor
76754	100.0	TOTALS		

EQ9631 - Have you or your family had other bad, race/ethnic related experiences during the past 12 months - experiences related to your job, an installation/ship, or a community around an installation?

OS DATA	
COLS	LENGTH
0197-0198	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
834	1.1	-9	.	No response
36404	47.4	-1	.B	No survey returned
36408	47.4	1	1	No
3108	4.0	2	2	Yes
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9631SP - Have you or your family had other bad, race/ethnic related experiences during the past 12 months - experiences related to your job, an installation/ship, or a community around an installation? - specify

OS DATA	
COLS	LENGTH
0199-0200	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
719	0.9	-9	.	Missing skip: No response or multiple response error for Q31 and no text in specify box.
115	0.1	-2	.M	Missing continuation: No response or multiple response error for Q31 but specify box contains text.
36404	47.4	-1	.B	No survey returned
36343	47.3	1	1	Valid skip: Did not select "Yes" response option for Q31 and no text in specify box.
2847	3.7	2	2	Valid continuation: Selected "Yes" response option for Q31 and specify box contains text.
65	0.1	3	3	Implied continuation: Did not select "Yes" response option for Q31 but specify box contains text.
261	0.3	4	4	Invalid skip: Selected "Yes" response option for Q31 but no text in specify box.
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9632 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one.

OS DATA	
COLS	LENGTH
0201-0202	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDNYYD	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
530	0.7	-9	.	No response
48	0.1	-8	.A	Multiple response error
2495	3.3	-2	.M	Implied continuation - Selected "Doesn't apply - I did not mark..." but also made at least one mark for Q33-Q57.
36404	47.4	-1	.B	No survey returned
3331	4.3	1	1	No
12579	16.4	2	2	Yes, some of it
6796	8.9	3	3	Yes, all of it
421	0.5	11	11	"No" selected for Q32, but inconsistent with Q29-Q31.
687	0.9	12	12	"Yes, some of it" selected for Q32, but inconsistent with Q29-Q31.
607	0.8	13	13	"Yes, all of it" selected for Q32, but inconsistent with Q29-Q31.

(CONTINUED)

EQ9632 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	"Doesn't apply ..." selected for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WARNING!! NONRESPONSE IS VERY HIGH ON THIS ITEM AND DMDC RECOMMENDS CAUTION IN ANALYZING THIS VARIABLE. SEE RECODED VARIABLE R9632.

EQ9632S1 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one. - S1

OS DATA	
COLS	LENGTH
0203-0204	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDNYYDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
244	0.3	-9	.	Missing skip: No harassment/ discrimination reported in Q29-Q31 and either no response or multiple response error for Q32.
334	0.4	-2	.M	Missing continuation: Harassment/discrimination reported in Q29-Q31 and either no reponse or multiple response error for Q32.
36404	47.4	-1	.B	No survey returned
7504	9.8	1	1	Valid skip: No harassment/ discrimination reported in Q29-Q31 and selected "Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity" response option for Q32.

(CONTINUED)

EQ9632S1 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one. - S1

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22706	29.6	2	2	Valid continuation: Harassment/ discrimination reported in Q29-Q31 and selected either "No", "Yes, some of it", or "Yes, all of it" response option for Q32.
7847	10.2	3	3	Harassment/Discrimination reported in Q29-Q31, but no H/D responsibility reported in Q32.
1715	2.2	4	4	No Harassment/Discrimination reported in Q29, in H/D responsibility reported in Q32.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9632S2 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one. - S2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0205-0206	2	EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
282	0.4	-9	.	Missing skip: No response or multiple response error for Q32 and no responses for Q33-Q57.
296	0.4	-2	.M	Missing continuation: No response or multiple response error for Q32 and at least one response not equal to missing for Q33-Q57.
36404	47.4	-1	.B	No survey returned
12856	16.7	1	1	Valid skip: Selected "Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity" response option for Q32 and skipped Q33-Q57.

(CONTINUED)

EQ9632S2 - Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30 and/or 31? Mark one. - S2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22867	29.8	2	2	Valid continuation: Selected either "No", "Yes, some of it," or "Yes, all of it" response option for Q32 and had at least one response not equal to missing for Q33-Q57.
2495	3.3	3	3	Implied continuation: Selected "Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity" response option for Q32 but also had at least one response not equal to missing for Q33-Q57.
1554	2.0	4	4	Invalid skip: Selected either "No", "Yes, some of it," or "Yes, all of it" response option for Q32 but skipped Q33-Q57.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633A - Offensive speech (for example, names, jokes, stories, remarks)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0207-0208	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
11227	14.6	1	1	Not marked
11919	15.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633B - Offensive music, pictures, or printed material (for example, graffiti, pamphlets, posters)

OS DATA	
COLS	LENGTH
0209-0210	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
19692	25.7	1	1	Not marked
3454	4.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633C - Offensive non-verbal looks, dress, or appearance (for example, tattoos, distinctive clothes, hostile looks, stares)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0211-0212	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
16346	21.3	1	1	Not marked
6800	8.9	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633D - Threats, intimidation, vandalism, or physical assault

OS DATA	
COLS	LENGTH
0213-0214	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
21387	27.9	1	1	Not marked
1759	2.3	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633E - Being left out socially, social isolation

OS DATA	
COLS	LENGTH
0215-0216	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
20399	26.6	1	1	Not marked
2747	3.6	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633F - Being left out of information affecting your job or career

OS DATA	
COLS	LENGTH
0217-0218	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
18960	24.7	1	1	Not marked
4186	5.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633G - Discrimination in assignment(s)

OS DATA	
COLS	LENGTH
0219-0220	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
20788	27.1	1	1	Not marked
2358	3.1	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633H - Discrimination in discipline/punishment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0221-0222	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
21067	27.4	1	1	Not marked
2079	2.7	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633I - Harassment/discrimination by police

OS DATA	
COLS	LENGTH
0223-0224	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
22008	28.7	1	1	Not marked
1138	1.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633J - Discrimination in training opportunities

OS DATA	
COLS	LENGTH
0225-0226	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
21286	27.7	1	1	Not marked
1860	2.4	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633K - Harassment/discrimination by service providers (for example, in stores, in obtaining health care)

OS DATA	
COLS	LENGTH
0227-0228	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
21758	28.3	1	1	Not marked
1388	1.8	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633L - Discrimination in career development or promotion

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0229-0230	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
19806	25.8	1	1	Not marked
3340	4.4	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633M - Discrimination in performance evaluations or awards

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0231-0232	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
19209	25.0	1	1	Not marked
3937	5.1	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633N - Other

OS DATA	
COLS	LENGTH
0233-0234	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4348	5.7	-9	.	No response
36404	47.4	-1	.B	No survey returned
21074	27.5	1	1	Not marked
2072	2.7	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633SP - Other (Please specify below)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0235-0236	2	EDSPZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4055	5.3	-9	.	Missing skip: No response for Q33N and no text in specify box.
333	0.4	-2	.M	Missing continuation: No response for Q33N but specify box contains text.
36404	47.4	-1	.B	No survey returned
20536	26.8	1	1	Valid skip: Did not select "Other" for Q33N and no text in specify box.
2010	2.6	2	2	Valid continuation: Selected "Other" for Q33N and specify box contains text.
538	0.7	3	3	Implied continuation: Did not select "Other" for Q33N but specify box contains text.
62	0.1	4	4	Invalid skip: Selected "Other" for Q33N but no text in specify box.

(CONTINUED)

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark all that describe the situation that you are going to tell us about in this section.

EQ9633SP - Other (Please specify below)

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6621	8.6	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6195	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did this situation that bothered you occur ...

EQ9634A - Mostly at a military installation?

OS DATA	
COLS	LENGTH
0237-0238	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4623	6.0	-9	.	No response
19	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
9293	12.1	1	1	No
13559	17.7	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did this situation that bothered you occur ...

EQ9634B - Mostly at work (the place where you perform your military duties)?

OS DATA	
COLS	LENGTH
0239-0240	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4703	6.1	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11163	14.5	1	1	No
11618	15.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did this situation that bothered you occur ...

EQ9634C - Mostly during duty hours?

OS DATA	
COLS	LENGTH
0241-0242	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5035	6.6	-9	.	No response
15	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11037	14.4	1	1	No
11407	14.9	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did this situation that bothered you occur ...

EQ9634D - Mostly in the local community around an installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0243-0244	2	EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4986	6.5	-9	.	No response
13	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
13751	17.9	1	1	No
8744	11.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did this situation that bothered you occur ...

EQ9634E - Mostly to you?

OS DATA	
COLS	LENGTH
0245-0246	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4951	6.5	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11513	15.0	1	1	No
11013	14.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did this situation that bothered you occur ...

EQ9634F - Mostly to your family?

OS DATA	
COLS	LENGTH
0247-0248	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNDA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3730	4.9	-9	.	No response
84	0.1	-8	.A	Multiple response error
8938	11.6	-6	.N	Does not apply
36404	47.4	-1	.B	No survey returned
11618	15.1	1	1	No
3124	4.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

When this situation occurred, were you ...

EQ9635A - A student in a military course?

OS DATA	
COLS	LENGTH
0249-0250	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4391	5.7	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21200	27.6	1	1	No
1895	2.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

When this situation occurred, were you ...

EQ9635B - Serving aboard ship at sea?

OS DATA	
COLS	LENGTH
0251-0252	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4450	5.8	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20774	27.1	1	1	No
2264	2.9	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

When this situation occurred, were you ...

EQ9635C - In a work environment where members of your race/ethnicity are uncommon?

OS DATA	
COLS	LENGTH
0253-0254	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4317	5.6	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
15156	19.7	1	1	No
8010	10.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

When this situation occurred, were you ...

EQ9635D - In a work environment where members of racial/ethnic minorities are uncommon?

OS DATA	
COLS	LENGTH
0255-0256	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4435	5.8	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
17595	22.9	1	1	No
5459	7.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

When this situation occurred, were you ...

EQ9635E - Deployed on a peace keeping mission such as in Bosnia?

OS DATA	
COLS	LENGTH
0257-0258	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4546	5.9	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21999	28.7	1	1	No
945	1.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

When this situation occurred, were you ...

EQ9635F - At your current duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0259-0260	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3974	5.2	-9	.	No response
32	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
7408	9.7	1	1	No
16080	21.0	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9636 - Where did this situation mostly occur? Mark one.

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0261-0262	2	EDCTRYY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5948	7.7	-9	.	No response
192	0.3	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
16442	21.4	1	1	In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession
461	0.6	2	2	South or North América - outside the U.S.
2134	2.8	3	3	Europe
234	0.3	4	4	Middle East
4	0.0	5	5	Australia/New Zealand
2055	2.7	6	6	Asia or other Pacific Islands
22	0.0	7	7	Africa
2	0.0	8	8	Antarctica
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9636SP - Where did this situation mostly occur? Mark one. - specify

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0263-0264	2	EDSPZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4602	6.0	-9	.	Missing skip: No response or multiple response error for Q36 and no text in specify box.
1546	2.0	-2	.M	Missing continuation: No response or multiple response error for Q36 but specify box contains text.
36404	47.4	-1	.B	No survey returned
4630	6.0	1	1	Valid skip: Did not select "In one of the 50 states, DC, Puerto Rico, a US Territory or Possession" for Q36 and no text in specify box.
12904	16.8	2	2	Valid continuation: Selected "In one of the 50 states ..." for Q36 and specify box contains text.
282	0.4	3	3	Implied continuation: Did not select "In one of the 50 states ..." for Q36 but specify box contains text.
3538	4.6	4	4	Invalid skip: Selected "In one of the 50 states ..." for Q36 but no text in specify box.

(CONTINUED)

EQ9636SP - Where did this situation mostly occur? Mark one. - specify

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6645	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6203	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637A - Your immediate supervisor?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0265-0266	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4534	5.9	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18477	24.1	1	1	No
4476	5.8	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637B - Your unit commander?

OS DATA	
COLS	LENGTH
0267-0268	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4694	6.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20387	26.6	1	1	No
2407	3.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637C - Person(s) of higher rank/grade than you?

OS DATA	
COLS	LENGTH
0269-0270	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4487	5.8	-9	.	No response
20	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12685	16.5	1	1	No
10302	13.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was the person(s) who did it ...

EQ9637D - Your co-worker(s)?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0271-0272	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4605	6.0	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14844	19.3	1	1	No
8039	10.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637E - Person(s) reporting to you?

OS DATA	
COLS	LENGTH
0273-0274	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4785	6.2	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21071	27.5	1	1	No
1630	2.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637F - Service member(s)?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0275-0276	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4542	5.9	-9	.	No response
19	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
8456	11.0	1	1	No
14477	18.9	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Was the person(s) who did it ...

EQ9637G - Service/DoD civilian employee(s)?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0277-0278	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4791	6.2	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18977	24.7	1	1	No
3721	4.8	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was the person(s) who did it ...

EQ9637H - Service/DoD civilian contractor(s)?

OS DATA	
COLS	LENGTH
0279-0280	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4896	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21476	28.0	1	1	No
1120	1.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was the person(s) who did it ...

EQ9637I - Person(s) in local community?

OS DATA	
COLS	LENGTH
0281-0282	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4617	6.0	-9	.	No response
15	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
13997	18.2	1	1	No
8865	11.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Was the person(s) who did it ...

EQ9637J - Other or unknown person(s)?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0283-0284	2	EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4964	6.5	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
16129	21.0	1	1	No
6392	8.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9638 - What was the gender of the person(s)?

OS DATA	
COLS	LENGTH
0285-0286	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDGEN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4953	6.5	-9	.	No response
165	0.2	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
13369	17.4	1	1	Male
1190	1.6	2	2	Female
6824	8.9	3	3	Some were male and some were female
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
993	1.3	99	99	Don't know
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9639A - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - White

OS DATA	
COLS	LENGTH
0287-0288	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
6336	8.3	1	1	Not marked
16979	22.1	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639B - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Black, African-Amer.

OS DATA	
COLS	LENGTH
0289-0290	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
16252	21.2	1	1	Not marked
7063	9.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639C - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Indian (Amer.), Eskimo, Aleut

OS DATA	
COLS	LENGTH
0291-0292	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
23134	30.1	1	1	Not marked
181	0.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639D - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Asian, Pacific Islander

OS DATA	
COLS	LENGTH
0293-0294	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
21718	28.3	1	1	Not marked
1597	2.1	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639E - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Spanish/Hispanic

OS DATA	
COLS	LENGTH
0295-0296	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
20723	27.0	1	1	Not marked
2592	3.4	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639F - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Other race

OS DATA	
COLS	LENGTH
0297-0298	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
22789	29.7	1	1	Not marked
526	0.7	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639G - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Don't know

OS DATA	
COLS	LENGTH
0299-0300	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4179	5.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
21590	28.1	1	1	Not marked
1725	2.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9639A-EQ9639G ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'DON'T KNOW' AND ANY OTHER RESPONSE.

EQ9639SP - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Other race (Please specify below)

OS DATA	
COLS	LENGTH
0301-0302	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSPZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4033	5.3	-9	.	Missing skip: No response for Q39F and no text in specify box.
154	0.2	-2	.M	Missing continuation: No response for Q39F but specify box contains text.
36404	47.4	-1	.B	No survey returned
22673	29.5	1	1	Valid skip: Did not select "Other race" response option for Q39F and no text in specify box.
455	0.6	2	2	Valid continuation: Selected "Other race" response option for Q39F and specify box contains text.
116	0.2	3	3	Implied continuation: Did not select "Other race" response option for Q39F but specify box contains text.
71	0.1	4	4	Invalid skip: Selected "Other race" response option for Q39F but no text in specify box.

(CONTINUED)

EQ9639SP - What was the racial/ethnic background(s) of the person(s)? Mark all that apply. - Other race (Please specify below)

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6644	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6204	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Using the following scale, indicate the degree to which you found this situation to be ...

EQ9640A - Annoying

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0303-0304	2	EDEXTRM	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4332	5.6	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1508	2.0	1	1	Not at all
3473	4.5	2	2	Slightly
4667	6.1	3	3	Moderately
6660	8.7	4	4	Very
6845	8.9	5	5	Extremely
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Using the following scale, indicate the degree to which you found this situation to be ...

EQ9640B - Offensive

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0305-0306	2	EDEXTRM	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4444	5.8	-9	.	No response
19	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2746	3.6	1	1	Not at all
4130	5.4	2	2	Slightly
5006	6.5	3	3	Moderately
5568	7.3	4	4	Very
5581	7.3	5	5	Extremely
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Using the following scale, indicate the degree to which you found this situation to be ...

EQ9640C - Disturbing

OS DATA	
COLS	LENGTH
0307-0308	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTRM	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4376	5.7	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2739	3.6	1	1	Not at all
3795	4.9	2	2	Slightly
4348	5.7	3	3	Moderately
5957	7.8	4	4	Very
6261	8.2	5	5	Extremely
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Using the following scale, indicate the degree to which you found this situation to be ...

EQ9640D - Threatening

OS DATA	
COLS	LENGTH
0309-0310	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTRM	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4570	6.0	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11603	15.1	1	1	Not at all
4245	5.5	2	2	Slightly
3084	4.0	3	3	Moderately
1723	2.2	4	4	Very
2259	2.9	5	5	Extremely
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641A - Lost time from work

OS DATA	
COLS	LENGTH
0311-0312	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3880	5.1	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22109	28.8	1	1	No
1503	2.0	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641B - Decreased productivity

OS DATA	
COLS	LENGTH
0313-0314	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3886	5.1	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18049	23.5	1	1	No
5555	7.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641C - Loss of trust or other negative feelings about co-workers

OS DATA	
COLS	LENGTH
0315-0316	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3866	5.0	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14152	18.4	1	1	No
9473	12.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641D - Loss of trust or other negative feelings about supervisors or chain of command

OS DATA	
COLS	LENGTH
0317-0318	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3831	5.0	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14060	18.3	1	1	No
9600	12.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641E - Thoughts about getting out of my Service

OS DATA	
COLS	LENGTH
0319-0320	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	5.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14974	19.5	1	1	No
8589	11.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641F - Physical ailments (for example, headaches, upset stomach, high blood pressure, difficulty sleeping, loss of appetite)

OS DATA	
COLS	LENGTH
0321-0322	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3876	5.0	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18855	24.6	1	1	No
4758	6.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641G - Sadness or depression

OS DATA	
COLS	LENGTH
0323-0324	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3873	5.0	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
16989	22.1	1	1	No
6629	8.6	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641H - Anger or rage

OS DATA	
COLS	LENGTH
0325-0326	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3832	5.0	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
10502	13.7	1	1	No
13151	17.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641I - Stress, anxiety, or fear

OS DATA	
COLS	LENGTH
0327-0328	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3880	5.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
15562	20.3	1	1	No
8046	10.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641J - Low self-esteem

OS DATA	
COLS	LENGTH
0329-0330	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3914	5.1	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19517	25.4	1	1	No
4059	5.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641K - Thoughts of suicide

OS DATA	
COLS	LENGTH
0331-0332	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3918	5.1	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
23120	30.1	1	1	No
455	0.6	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you experience any of the following effects as a result of this discrimination or harassment?

EQ9641L - Thoughts of physically harming the person(s) who did it

OS DATA	
COLS	LENGTH
0333-0334	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3915	5.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18103	23.6	1	1	No
5470	7.1	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9642 - During the course of the situation you have in mind, how often did the event(s) occur?

OS DATA	
COLS	LENGTH
0335-0336	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDONCE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4387	5.7	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
6418	8.4	1	1	Once
12105	15.8	2	2	Occasionally
3466	4.5	3	3	Frequently
1100	1.4	4	4	Almost everyday
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9643 - How long did this situation last (or if continuing, how long has it been going on)?

OS DATA	
COLS	LENGTH
0337-0338	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDLONG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4849	6.3	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
8596	11.2	1	1	Less than 1 week
1716	2.2	2	2	1 week to less than 1 month
1730	2.3	3	3	1 month to less than 3 months
2126	2.8	4	4	3 months to less than 6 months
1586	2.1	5	5	6 months to less than 9 months
1482	1.9	6	6	9 months to less than 12 months
5398	7.0	7	7	12 months or more
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9644 - Is this situation still going on?

OS DATA	
COLS	LENGTH
0339-0340	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4376	5.7	-9	.	No response
31	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14206	18.5	1	1	No
8881	11.6	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Other than reporting it, did you take any of the following actions to stop it?

EQ9645A - I ignored the behavior

OS DATA	
COLS	LENGTH
0341-0342	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4544	5.9	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
7634	9.9	1	1	No, I did not do this
1004	1.3	2	2	Yes, and it made things worse
10754	14.0	3	3	Yes, but it made no difference
3550	4.6	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645B - I avoided the person(s)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0343-0344	2	EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4618	6.0	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11576	15.1	1	1	No, I did not do this
732	1.0	2	2	Yes, and it made things worse
6627	8.6	3	3	Yes, but it made no difference
3933	5.1	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Other than reporting it, did you take any of the following actions to stop it?

EQ9645C - I asked or told the person(s) to stop (either orally or in writing)

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0345-0346	2	EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4645	6.1	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14374	18.7	1	1	No, I did not do this
991	1.3	2	2	Yes, and it made things worse
4126	5.4	3	3	Yes, but it made no difference
3353	4.4	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645D - I asked someone else to speak to the person(s) for me

OS DATA	
COLS	LENGTH
0347-0348	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4676	6.1	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18022	23.5	1	1	No, I did not do this
693	0.9	2	2	Yes, and it made things worse
3005	3.9	3	3	Yes, but it made no difference
1094	1.4	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Other than reporting it, did you take any of the following actions to stop it?

EQ9645E - I threatened to tell or told a co-worker(s)

OS DATA	
COLS	LENGTH
0349-0350	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4733	6.2	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19644	25.6	1	1	No, I did not do this
357	0.5	2	2	Yes, and it made things worse
2267	3.0	3	3	Yes, but it made no difference
492	0.6	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645F - I settled it myself physically

OS DATA	
COLS	LENGTH
0351-0352	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4727	6.2	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21661	28.2	1	1	No, I did not do this
120	0.2	2	2	Yes, and it made things worse
374	0.5	3	3	Yes, but it made no difference
608	0.8	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645G - I acted as though it didn't bother me

OS DATA	
COLS	LENGTH
0353-0354	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4711	6.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
10082	13.1	1	1	No, I did not do this
1193	1.6	2	2	Yes, and it made things worse
8400	10.9	3	3	Yes, but it made no difference
3102	4.0	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645H - I called a hotline for advice/information (not to file a complaint)

OS DATA	
COLS	LENGTH
0355-0356	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4683	6.1	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22057	28.7	1	1	No, I did not do this
81	0.1	2	2	Yes, and it made things worse
532	0.7	3	3	Yes, but it made no difference
140	0.2	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Other than reporting it, did you take any of the following actions to stop it?

EQ9645I - I requested a transfer or temporary assignment elsewhere

OS DATA	
COLS	LENGTH
0357-0358	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4665	6.1	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20400	26.6	1	1	No, I did not do this
369	0.5	2	2	Yes, and it made things worse
1390	1.8	3	3	Yes, but it made no difference
666	0.9	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645J - I discussed it with or got advice from someone unofficially (for example, chaplains or counselors)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0359-0360	2	EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4661	6.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18665	24.3	1	1	No, I did not do this
180	0.2	2	2	Yes, and it made things worse
2579	3.4	3	3	Yes, but it made no difference
1403	1.8	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Other than reporting it, did you take any of the following actions to stop it?

EQ9645K - Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0361-0362	2	EDYYYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14229	18.5	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
11507	15.0	1	1	No, I did not do this
135	0.2	2	2	Yes, and it made things worse
820	1.1	3	3	Yes, but it made no difference
796	1.0	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

WARNING!! NONRESPONSE IS VERY HIGH ON THIS ITEM AND DMDC RECOMMENDS THAT THIS ITEM NOT BE ANALYZED.

Other than reporting it, did you take any of the following actions to stop it?

EQ9645SP - Other - specify

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0363-0364	2	EDSPZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12500	16.3	-9	.	Missing skip: No response or multiple response error for Q45K and no text in specify box.
1747	2.3	-2	.M	Missing continuation: No response or multiple response error for Q45K but specify box contains text.
36404	47.4	-1	.B	No survey returned
11326	14.8	1	1	Valid skip: Selected "No, I did not do this" response option for Q45K and no text in specify box.
1626	2.1	2	2	Valid continuation: Selected any of the "Yes, ..." response options for Q45K and specify box contains text.
181	0.2	3	3	Implied continuation: Selected "No, I did not do this" response option for Q45K but specify box contains text.

(CONTINUED)

Other than reporting it, did you take any of the following actions to stop it?

EQ9645SP - Other - specify

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	4	4	Invalid skip: Selected any of the "Yes, ..." response options for Q45K but no text in specify box.
6639	8.6	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6206	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9646 - Did the situation involve only civilians in the local community around an installation?

OS DATA	
COLS	LENGTH
0365-0366	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4324	5.6	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
17502	22.8	1	1	No
5664	7.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9647 - To whom did you report this situation?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0367-0368	2	EDRPT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4774	6.2	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19137	24.9	1	1	To none of these
451	0.6	2	2	Only to community officials, offices, or courts (for example, local police or a county equal opportunity office).
2596	3.4	3	3	Only to installation/Service/DoD individuals or organizations.
527	0.7	4	4	To both community officials/ offices/courts and installation/ Service/DoD individuals/ organizations.
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9647SK - To whom did you report this situation? - skip

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0369-0370	2	EDSKY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4297	5.6	-9	.	Missing skip: No response or multiple response error for Q47, 1 or missing for Q48A-Q48H and missing for Q49-Q55.
486	0.6	-2	.M	Missing continuation: No response or multiple response error for Q47; at least one of Q48A-Q48H is neither 1 nor missing; or one of Q49-Q55 is not equal to missing.
36404	47.4	-1	.B	No survey returned
18661	24.3	1	1	Valid skip: Value 1-2 for Q47 and 1 or missing for Q48A-Q48H and missing for Q49-Q55.
3028	3.9	2	2	Valid continuation: Value 3-4 for Q47 and at least one of Q48A-Q48H is neither 1 nor missing or one of Q49-Q55 is not equal to missing.
927	1.2	3	3	Implied continuation: Value 1-2 for Q47 and at least one of Q48A-Q48H is neither 1 nor missing or one of Q49-Q55 is not equal to missing.

(CONTINUED)

EQ9647SK - To whom did you report this situation? - skip

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
95	0.1	4	4	Invalid skip: Value 3-4 for Q47 and 1 or missing for Q48A-Q48H and missing for Q49-Q55.
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648A - My immediate supervisor

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0371-0372	2	EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4866	6.3	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20029	26.1	1	1	No, I did not report it to this person/office
353	0.5	2	2	Yes, and it made things worse
1724	2.2	3	3	Yes, but it made no difference
515	0.7	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648B - Someone else in my chain of command (including the commanding officer)

OS DATA	
COLS	LENGTH
0373-0374	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4903	6.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20358	26.5	1	1	No, I did not report it to this person/office
289	0.4	2	2	Yes, and it made things worse
1468	1.9	3	3	Yes, but it made no difference
468	0.6	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648C - The supervisor(s) of the person who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0375-0376	2	EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4967	6.5	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20611	26.9	1	1	No, I did not report it to this person/office
316	0.4	2	2	Yes, and it made things worse
1186	1.5	3	3	Yes, but it made no difference
405	0.5	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648D - Military law enforcement officials (for example, military police)

OS DATA	
COLS	LENGTH
0377-0378	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4950	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22055	28.7	1	1	No, I did not report it to this person/office
61	0.1	2	2	Yes, and it made things worse
322	0.4	3	3	Yes, but it made no difference
104	0.1	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648E - A special military office responsible for handling these kinds of complaints (for example, Equal Opportunity, Social Actions, Military Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0379-0380	2	EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4955	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21467	28.0	1	1	No, I did not report it to this person/office
132	0.2	2	2	Yes, and it made things worse
702	0.9	3	3	Yes, but it made no difference
236	0.3	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648F - The Inspector General (IG) office

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0381-0382	2	EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4989	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21999	28.7	1	1	No, I did not report it to this person/office
90	0.1	2	2	Yes, and it made things worse
335	0.4	3	3	Yes, but it made no difference
79	0.1	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648G - Judge Advocate General (JAG) office

OS DATA	
COLS	LENGTH
0383-0384	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4984	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22095	28.8	1	1	No, I did not report it to this person/office
60	0.1	2	2	Yes, and it made things worse
277	0.4	3	3	Yes, but it made no difference
77	0.1	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648H - Other installation/Service/DoD person or office with responsibility for follow-up.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0385-0386	2	EDYYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5348	7.0	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21698	28.3	1	1	No, I did not report it to this person/office
54	0.1	2	2	Yes, and it made things worse
272	0.4	3	3	Yes, but it made no difference
118	0.2	4	4	Yes, and it made things better
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9648SK - Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations? - skip

OS DATA	
COLS	LENGTH
0387-0388	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSKY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4180	5.4	-9	.	Missing skip: No response or multiple response error for Q48A-Q48H and all values of -9 on Q49-Q55.
553	0.7	-2	.M	Missing continuation: No response or multiple response error for Q48A-Q48H and at least one value not equal to -9 for Q49-Q55.
36404	47.4	-1	.B	No survey returned
18889	24.6	1	1	Valid skip: No values of 2-4 for Q48A-Q48H, some but not all values are -8, -9; and all values -9 for Q49-Q55.
3421	4.5	2	2	Valid continuation: At least one value of 2-4 for Q48A-Q48H, some but not all values are -8, -9; and at least one value not equal to -9 for Q49-Q55.

(CONTINUED)

EQ9648SK - Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations? - skip

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
341	0.4	3	3	Implied continuation: No values of 2-4 for Q48A-Q48H, some but not all values are -8, -9; and at least one value not equal to -9 for Q49-Q55.
110	0.1	4	4	Invalid skip: At least one value of 2-4 for Q48A-Q48H, some but not all values are -8, -9; and all values -9 for Q49-Q55.
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648SP - Other installation/Service/DoD person or office with responsibility for follow-up. - specify

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0389-0390	2	EDSPZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5230	6.8	-9	.	Missing skip: No response or multiple response error for Q48H and no text in specify box.
188	0.2	-2	.M	Missing continuation: No response or multiple response error for Q48H but specify box contains text.
36404	47.4	-1	.B	No survey returned
21551	28.1	1	1	Valid skip: Value of 1 for Q48H and no text in specify box.
319	0.4	2	2	Valid continuation: Value of 2-4 for Q48H and specify box contains text.
88	0.1	3	3	Implied continuation: Value of 1 for Q48H and specify box contains text.
125	0.2	4	4	Invalid skip: Value of 2-4 for Q48H but no text in specify box.

(CONTINUED)

Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

EQ9648SP - Other installation/Service/DoD person or office with responsibility for follow-up. - specify

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6645	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6204	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

EQ9649 - How long has it been since you first reported it?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0391-0392	2	EDLONGY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5005	6.5	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
170	0.2	1	1	Less than 1 week
191	0.2	2	2	1 week to less than 1 month
471	0.6	3	3	1 month to less than 3 months
619	0.8	4	4	3 months to less than 6 months
612	0.8	5	5	6 months to less than 9 months
625	0.8	6	6	9 months to less than 12 months
894	1.2	7	7	12 months or more
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Were any of the following actions taken in response to your reporting it?

EQ9650A - The person(s) who did it were talked to about the behavior

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0393-0394	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5038	6.6	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1747	2.3	1	1	No
1815	2.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650B - The person(s) who did it were transferred or reassigned

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0395-0396	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5033	6.6	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3211	4.2	1	1	No
356	0.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650C - The person(s) who did it had to apologize to me

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0397-0398	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5037	6.6	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3157	4.1	1	1	No
404	0.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650D - Someone explained the rules on discrimination and harassment more clearly to everyone in the unit/office/place where the problem had occurred

OS DATA	
COLS	LENGTH
0399-0400	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5069	6.6	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2550	3.3	1	1	No
981	1.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650E - My complaint was investigated

OS DATA	
COLS	LENGTH
0401-0402	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5068	6.6	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2482	3.2	1	1	No
1048	1.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650F - I was encouraged to drop the complaint

OS DATA	
COLS	LENGTH
0403-0404	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5067	6.6	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2583	3.4	1	1	No
952	1.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650G - My complaint was discounted or not taken seriously

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0405-0406	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5055	6.6	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1828	2.4	1	1	No
1714	2.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650H - My supervisor or others in my chain of command were hostile toward me

OS DATA	
COLS	LENGTH
0407-0408	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5042	6.6	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2595	3.4	1	1	No
958	1.2	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650I - My co-workers were hostile toward me

OS DATA	
COLS	LENGTH
0409-0410	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5065	6.6	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3010	3.9	1	1	No
524	0.7	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650J - I requested and was granted a reassignment or transfer

OS DATA	
COLS	LENGTH
0411-0412	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5042	6.6	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3183	4.1	1	1	No
371	0.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650K - I was reassigned against my will

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0413-0414	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5042	6.6	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3294	4.3	1	1	No
263	0.3	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650L - I don't know what action was taken

OS DATA	
COLS	LENGTH
0415-0416	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5104	6.6	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2227	2.9	1	1	No
1265	1.6	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

Were any of the following actions taken in response to your reporting it?

EQ9650M - Other

OS DATA	
COLS	LENGTH
0417-0418	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6580	8.6	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1697	2.2	1	1	No
320	0.4	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9650A-EQ9650M ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'YES' TO 'I DON'T KNOW WHAT ACTION WAS TAKEN' (EQ9650L) AND MARKING 'YES' TO ANY OTHER ITEM IN EQ9650A-EQ9650M.

WARNING!! NONRESPONSE IS VERY HIGH ON THIS ITEM AND DMDC RECOMMENDS THAT THIS ITEM NOT BE ANALYZED.

Were any of the following actions taken in response to your reporting it?

EQ9650SP - Other (If you answered "Yes", please specify below)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0419-0420	2	EDSPA .	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6269	8.2	-9	.	Missing skip: No response or multiple response error for Q50M and no text in specify box.
336	0.4	-2	.M	Missing continuation: No response or multiple response error for Q50M but specify box contains text.
36404	47.4	-1	.B	No survey returned
1660	2.2	1	1	Valid skip: Selected "No" for Q50M and no text in specify box.
269	0.4	2	2	Valid continuation: Selected "Yes" for Q50M and specify box contains text.
37	0.0	3	3	Implied continuation: Selected "No" for Q50M but specify box contains text.
51	0.1	4	4	Invalid skip: Selected "Yes" for Q50M but no text in specify box.

(CONTINUED)

Were any of the following actions taken in response to your reporting it?

EQ9650SP - Other (If you answered "Yes", please specify below)

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6643	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6204	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18881	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651A - The availability of information on how to report or file a complaint

OS DATA	
COLS	LENGTH
0421-0422	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4955	6.5	-9	.	No response
14	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
610	0.8	1	1	Very dissatisfied
670	0.9	2	2	Dissatisfied
1028	1.3	3	3	Neither
953	1.2	4	4	Satisfied
375	0.5	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651B - How you were treated by the people handling your complaint

OS DATA	
COLS	LENGTH
0423-0424	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4998	6.5	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
597	0.8	1	1	Very dissatisfied
752	1.0	2	2	Dissatisfied
1129	1.5	3	3	Neither
795	1.0	4	4	Satisfied
317	0.4	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651C - The amount of time required to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0425-0426	2	EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5044	6.6	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
914	1.2	1	1	Very dissatisfied
761	1.0	2	2	Dissatisfied
1089	1.4	3	3	Neither
544	0.7	4	4	Satisfied
248	0.3	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651D - How well you were kept informed about the progress of your complaint

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0427-0428	2	EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5035	6.6	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
994	1.3	1	1	Very dissatisfied
739	1.0	2	2	Dissatisfied
1145	1.5	3	3	Neither
481	0.6	4	4	Satisfied
204	0.3	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651E - How well the investigation outcome was explained to you

OS DATA	
COLS	LENGTH
0429-0430	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5064	6.6	-9	.	No response
12	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1058	1.4	1	1	Very dissatisfied
650	0.8	2	2	Dissatisfied
1205	1.6	3	3	Neither
437	0.6	4	4	Satisfied
179	0.2	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

How satisfied are you with the following as they relate to your experience with reporting this situation?

EQ9651F - The complaint process overall

OS DATA	
COLS	LENGTH
0431-0432	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5035	6.6	-9	.	No response
14	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1109	1.4	1	1	Very dissatisfied
711	0.9	2	2	Dissatisfied
1046	1.4	3	3	Neither
492	0.6	4	4	Satisfied
198	0.3	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9652 - Do you feel that your chances of having a successful military career will be affected by making this report?

OS DATA	
COLS	LENGTH
0433-0434	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYYNY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4726	6.2	-9	.	No response
171	0.2	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1016	1.3	1	1	Yes, my chances will be worse
2468	3.2	2	2	No, my career will not be affected
224	0.3	3	3	Yes, my chances will be improved
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9653 - Is the action still being processed?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0435-0436	2	EDYNZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4913	6.4	-9	.	No response
80	0.1	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3215	4.2	1	1	No
397	0.5	2	2	Yes
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

EQ9653SK - Is the action still being processed? - skip

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0437-0438	2	EDSKZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4814	6.3	-9	.	Missing skip: No response or multiple response error for Q53 and -9 for Q54A-Q55.
179	0.2	-2	.M	Missing continuation: No response or multiple response error for Q53 and at least one value not equal to -9 for Q54A-Q55.
36404	47.4	-1	.B	No survey returned
333	0.4	1	1	Valid skip: Selected "Yes" for Q53 and -9 was assigned for Q54A-Q55.
2997	3.9	2	2	Valid continuation: Selected "No" for Q53 and at least one value not equal to -9 for Q54A-Q55.
64	0.1	3	3	Implied continuation: Selected "Yes" for Q53 and at least one value not equal to -9 for Q54A-Q55.
218	0.3	4	4	Invalid skip: Selected "No" for Q53 and -9 was assigned for Q54A-Q55.

(CONTINUED)

EQ9653SK - Is the action still being processed? - skip

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
76754	100.0	TOTALS		

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654A - They found my complaint to be substantiated

OS DATA	
COLS	LENGTH
0439-0440	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5436	7.1	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1194	1.6	1	1	False
1625	2.1	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	100.0	TOTALS		

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654B - They corrected the situation

OS DATA	
COLS	LENGTH
0441-0442	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5358	7.0	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1939	2.5	1	1	False
965	1.3	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	100.0	TOTALS		

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654C - They took action against the person(s)

OS DATA	
COLS	LENGTH
0443-0444	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5387	7.0	-9	.	No response
14	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2253	2.9	1	1	False
618	0.8	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654D - They took action against me

OS DATA	
COLS	LENGTH
0445-0446	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5360	7.0	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2353	3.1	1	1	False
541	0.7	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	100.0	TOTALS		

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654E - They did nothing

OS DATA	
COLS	LENGTH
0447-0448	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5402	7.0	-9	.	No response
15	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1468	1.9	1	1	False
1387	1.8	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Please indicate whether the following statements about the outcome of your complaint are true.

EQ9654F - I don't know whether they did anything

OS DATA	
COLS	LENGTH
0449-0450	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5342	7.0	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1764	2.3	1	1	False
1149	1.5	2	2	True
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	100.0	TOTALS		

EQ9655 - How satisfied are you with the outcome of your complaint?

OS DATA	
COLS	LENGTH
0451-0452	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATZ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5109	6.7	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
889	1.2	1	1	Very dissatisfied
660	0.9	2	2	Dissatisfied
879	1.1	3	3	Neither
449	0.6	4	4	Satisfied
282	0.4	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
18889	24.6	63	63	Doesn't apply - not reported to installation/Service/DoD.
333	0.4	65	65	Doesn't apply - action still being processed.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9656SK - If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply. - skip

OS DATA	
COLS	LENGTH
0453-0454	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSKY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	Missing skip: No response for Q56A and at least one value not equal to 1 for Q56B-Q56T.
36404	47.4	-1	.B	No survey returned
3043	4.0	1	1	Valid skip: Value of 2 for Q56A and all values of 1 for Q56B-Q56T.
19286	25.1	2	2	Valid continuation: Value of 1 for Q56A and at least one value not equal to 1 for Q56B-Q56T.
144	0.2	3	3	Implied continuation: Value of 2 for Q56A and at least one value not equal to 1 for Q56B-Q56T.
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656A - Does not apply, I did report all of it to an installation/ Service/DoD individual or organization

OS DATA	
COLS	LENGTH
0455-0456	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
19286	25.1	1	1	Not marked
3187	4.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656B - I did not think it was that important

OS DATA	
COLS	LENGTH
0457-0458	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
13630	17.8	1	1	Not marked
5800	7.6	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656C - I did not know what to do

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0459-0460	2	EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
17737	23.1	1	1	Not marked
1693	2.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656D - I took care of the problem myself

OS DATA	
COLS	LENGTH
0461-0462	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
14140	18.4	1	1	Not marked
5290	6.9	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656E - I did not think anything would be done

OS DATA	
COLS	LENGTH
0463-0464	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
12585	16.4	1	1	Not marked
6845	8.9	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656F - I was afraid of retaliation or reprisals from the person(s) who did it

OS DATA	
COLS	LENGTH
0465-0466	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
16783	21.9	1	1	Not marked
2647	3.4	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656G - I was afraid of retaliation or reprisals from friends/ associates of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0467-0468	2	EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
17958	23.4	1	1	Not marked
1472	1.9	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656H - I was afraid of retaliation or reprisals from my supervisor or chain of command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0469-0470	2	EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
16666	21.7	1	1	Not marked
2764	3.6	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656I - I thought I would not be believed

OS DATA	
COLS	LENGTH
0471-0472	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
17222	22.4	1	1	Not marked
2208	2.9	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656J - I thought it would make my work situation unpleasant

OS DATA	
COLS	LENGTH
0473-0474	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
14638	19.1	1	1	Not marked
4792	6.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656K - I thought it would take too much time and effort

OS DATA	
COLS	LENGTH
0475-0476	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
17243	22.5	1	1	Not marked
2187	2.8	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656L - The person(s) were not assigned to my duty station

OS DATA	
COLS	LENGTH
0477-0478	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
18124	23.6	1	1	Not marked
1306	1.7	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656M - It involved civilians living in the local community

OS DATA	
COLS	LENGTH
0479-0480	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
14967	19.5	1	1	Not marked
4463	5.8	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656N - I thought I would be labeled a troublemaker

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0481-0482	2	EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
16525	21.5	1	1	Not marked
2905	3.8	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656O - I was talked out of making a formal report

OS DATA	
COLS	LENGTH
0483-0484	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
18996	24.7	1	1	Not marked
434	0.6	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656P - I did not want to hurt the person(s)

OS DATA	
COLS	LENGTH
0485-0486	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
18260	23.8	1	1	Not marked
1170	1.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656Q - I wanted to fit in

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0487-0488	2	EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
18294	23.8	1	1	Not marked
1136	1.5	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656R - I didn't know the name(s) of the person(s)

OS DATA	
COLS	LENGTH
0489-0490	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
17711	23.1	1	1	Not marked
1719	2.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656S - I thought my performance evaluation or chance for promotion would suffer

OS DATA	
COLS	LENGTH
0491-0492	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
16378	21.3	1	1	Not marked
3052	4.0	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656T - Some other reason

OS DATA	
COLS	LENGTH
0493-0494	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARKX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5021	6.5	-9	.	No response
36404	47.4	-1	.B	No survey returned
16989	22.1	1	1	Not marked
2441	3.2	2	2	Marked
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3043	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656SP - Some other reason (Please specify below)

OS DATA	
COLS	LENGTH
0495-0496	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSPB	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4850	6.3	-9	.	Missing skip: No response for Q56T and no text in specify box.
181	0.2	-2	.M	Missing continuation: No response for Q56T but specify box contains text.
36404	47.4	-1	.B	No survey returned
16623	21.7	1	1	Valid skip: Did not select "Some other reason" and no text in specify box.
2411	3.1	2	2	Valid continuation: Selected "Some other reason" for Q56T and specify box contains text.
376	0.5	3	3	Implied continuation: Did not select "Some other reason" for Q56T but specify box contains text.
30	0.0	4	4	Invalid skip: Selected "Some other reason" for Q56T but no text in specify box.

(CONTINUED)

If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? Mark all that apply.

EQ9656SP - Some other reason (Please specify below)

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6643	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6203	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
3033	4.0	64	64	Doesn't apply - All discrimination/harassment reported to installation/ Service/DoD.
76754	100.0	TOTALS		

EQ9657 - How satisfied are you with the way you handled this situation involving discrimination/harassment?

OS DATA	
COLS	LENGTH
0497-0498	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSATA	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4619	6.0	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
922	1.2	1	1	Very dissatisfied
2060	2.7	2	2	Dissatisfied
9498	12.4	3	3	Neither
5785	7.5	4	4	Satisfied
4603	6.0	5	5	Very satisfied
6649	8.7	61	61	Doesn't apply - I did not mark anything in Questions 29, 30 and 31 that happened to me or my family because of race/ ethnicity.
6207	8.1	62	62	Doesn't apply marked for Q32, but inconsistent with Q29-Q31.
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658A - Establishing policies prohibiting it

OS DATA	
COLS	LENGTH
0499-0500	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1041	1.4	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2343	3.1	1	1	No
30832	40.2	2	2	Yes
6124	8.0	99	99	Don't know
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658B - Providing thorough investigation of complaints

OS DATA	
COLS	LENGTH
0501-0502	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1120	1.5	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3957	5.2	1	1	No
18315	23.9	2	2	Yes
16953	22.1	99	99	Don't know
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658C - Sticking to established timelines for investigation of complaints

OS DATA	
COLS	LENGTH
0503-0504	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1208	1.6	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3371	4.4	1	1	No
12689	16.5	2	2	Yes
23081	30.1	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658D - Enforcing penalties against offenders

OS DATA	
COLS	LENGTH
0505-0506	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1278	1.7	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4051	5.3	1	1	No
16424	21.4	2	2	Yes
18590	24.2	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658E - Enforcing penalties against unit commanders or other superiors who allow it to continue

OS DATA	
COLS	LENGTH
0507-0508	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1193	1.6	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4568	6.0	1	1	No
11701	15.2	2	2	Yes
22880	29.8	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658F - Ensuring that information moves up the chain of command on such problems and incidents

OS DATA	
COLS	LENGTH
0509-0510	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1224	1.6	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4070	5.3	1	1	No
18259	23.8	2	2	Yes
16794	21.9	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658G - Protecting those who make complaints

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0511-0512	2	EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1299	1.7	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4538	5.9	1	1	No
13653	17.8	2	2	Yes
20859	27.2	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658H - Publicizing the availability of hotlines for complaints

OS DATA	
COLS	LENGTH
0513-0514	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1250	1.6	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5908	7.7	1	1	No
21813	28.4	2	2	Yes
11373	14.8	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658I - Publicizing the availability of formal complaint channels

OS DATA	
COLS	LENGTH
0515-0516	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1268	1.7	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4789	6.2	1	1	No
24084	31.4	2	2	Yes
10206	13.3	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

EQ9658J - Taking extra steps beyond mandatory requirements to understand and correct underlying issues or problems

OS DATA	
COLS	LENGTH
0517-0518	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1382	1.8	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
6929	9.0	1	1	No
13167	17.2	2	2	Yes
18867	24.6	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?

EQ9659A - Senior leadership of my Service

OS DATA	
COLS	LENGTH
0519-0520	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
879	1.1	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4721	6.2	1	1	No
24853	32.4	2	2	Yes
9894	12.9	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?

EQ9659B - Senior leadership of my installation/ship

OS DATA	
COLS	LENGTH
0521-0522	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1044	1.4	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4753	6.2	1	1	No
24463	31.9	2	2	Yes
10086	13.1	99	99	Don't know
76754	100.0	TOTALS		

In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?

EQ9659C - My immediate supervisor

OS DATA	
COLS	LENGTH
0523-0524	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYND	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1080	1.4	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4739	6.2	1	1	No
26723	34.8	2	2	Yes
7800	10.2	99	99	Don't know
76754	100.0	TOTALS		

EQ9660 - Has the military paid too much or too little attention to racial/ethnic discrimination and harassment in the past several years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0525-0526	2	EDMUCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1806	2.4	-9	.	No response
29	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12297	16.0	1	1	Too little attention
19714	25.7	2	2	The right amount of attention
6504	8.5	3	3	Too much attention
76754	100.0	TOTALS		

To what extent at your installation/ship...

EQ9661A - Do people get away with racial/ethnic harassment or discrimination?

OS DATA	
COLS	LENGTH
0527-0528	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
890	1.2	-9	.	No response
12	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
9129	11.9	1	1	Not at all
9118	11.9	2	2	Small extent
5642	7.4	3	3	Moderate extent
2915	3.8	4	4	Large extent
2105	2.7	5	5	Very large extent
10539	13.7	99	99	Don't know
76754	100.0	TOTALS		

To what extent at your installation/ship...

EQ9661B - Do you feel free to report racial/ethnic harassment or discrimination without fear of bad things happening to you?

OS DATA	
COLS	LENGTH
0529-0530	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
995	1.3	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5073	6.6	1	1	Not at all
3881	5.1	2	2	Small extent
5462	7.1	3	3	Moderate extent
7398	9.6	4	4	Large extent
14434	18.8	5	5	Very large extent
3100	4.0	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent at your installation/ship...

EQ9661C - Are racial/ethnic relations good?

OS DATA	
COLS	LENGTH
0531-0532	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1186	1.5	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1406	1.8	1	1	Not at all
2458	3.2	2	2	Small extent
8755	11.4	3	3	Moderate extent
11947	15.6	4	4	Large extent
11629	15.2	5	5	Very large extent
2964	3.9	99	99	Don't know
76754	100.0	TOTALS		

To what extent at your installation/ship...

EQ9661D - Are racial/ethnic relations good in the local community?

OS DATA	
COLS	LENGTH
0533-0534	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1034	1.3	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2119	2.8	1	1	Not at all
4815	6.3	2	2	Small extent
11320	14.7	3	3	Moderate extent
9364	12.2	4	4	Large extent
5457	7.1	5	5	Very large extent
6230	8.1	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent at your installation/ship...

EQ9661E - Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0535-0536	2	EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
971	1.3	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
861	1.1	1	1	Not at all
1313	1.7	2	2	Small extent
3288	4.3	3	3	Moderate extent
7666	10.0	4	4	Large extent
20368	26.5	5	5	Very large extent
5876	7.7	99	99	Don't know
76754	100.0	TOTALS		

To what extent at your installation/ship...

EQ9661F - Do people feel free to use any recreation facilities regardless of race/ethnicity?

OS DATA	
COLS	LENGTH
0537-0538	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
955	1.2	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
729	0.9	1	1	Not at all
1133	1.5	2	2	Small extent
3088	4.0	3	3	Moderate extent
8101	10.6	4	4	Large extent
22237	29.0	5	5	Very large extent
4099	5.3	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent at your installation/ship...

EQ9661G - Are several members of a racial/ethnic group treated as if they are "trouble" when they get together?

OS DATA	
COLS	LENGTH
0539-0540	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
967	1.3	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
10835	14.1	1	1	Not at all
6242	8.1	2	2	Small extent
4888	6.4	3	3	Moderate extent
3241	4.2	4	4	Large extent
4340	5.7	5	5	Very large extent
9829	12.8	99	99	Don't know
76754	100.0	TOTALS		

To what extent at your installation/ship...

EQ9661H - Do personnel prefer to socialize with members of their own racial/ethnic group when they are off duty?

OS DATA	
COLS	LENGTH
0541-0542	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1049	1.4	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2140	2.8	1	1	Not at all
3387	4.4	2	2	Small extent
7106	9.3	3	3	Moderate extent
8406	11.0	4	4	Large extent
12292	16.0	5	5	Very large extent
5963	7.8	99	99	Don't know
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent ...

EQ9662A - Do you feel uneasy being around people who are of races/ ethnicities different from yours?

OS DATA	
COLS	LENGTH
0543-0544	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
847	1.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
28136	36.7	1	1	Not at all
7376	9.6	2	2	Small extent
2698	3.5	3	3	Moderate extent
756	1.0	4	4	Large extent
531	0.7	5	5	Very large extent
76754	100.0	TOTALS		

To what extent ...

EQ9662B - Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

OS DATA	
COLS	LENGTH
0545-0546	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
877	1.1	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
33580	43.8	1	1	Not at all
3736	4.9	2	2	Small extent
1475	1.9	3	3	Moderate extent
445	0.6	4	4	Large extent
231	0.3	5	5	Very large extent
76754	100.0	TOTALS		

To what extent ...

EQ9662C - Do you feel competent interacting with people from different racial/ethnic groups?

OS DATA	
COLS	LENGTH
0547-0548	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
978	1.3	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5126	6.7	1	1	Not at all
1226	1.6	2	2	Small extent
3954	5.2	3	3	Moderate extent
11463	14.9	4	4	Large extent
17596	22.9	5	5	Very large extent
76754	100.0	TOTALS		

EQ9663A - Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? Mark all that apply. - No

OS DATA	
COLS	LENGTH
0549-0550	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSUBJ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
657	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
3420	4.5	1	1	Not marked
36273	47.3	2	2	Marked
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9663A-EQ9663C ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'NO' AND ANY OTHER RESPONSE.

EQ9663B - Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? Mark all that apply. - Yes, I thought I might be subject to it in a Command or on an installation/ship

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0551-0552	2	EDSUBJ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
657	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
38265	49.9	1	1	Not marked
1428	1.9	2	2	Marked
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9663A-EQ9663C ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'NO' AND ANY OTHER RESPONSE.

EQ9663C - Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? Mark all that apply. - Yes, I thought I might be subject to it in the local community around an installation

OS DATA	
COLS	LENGTH
0553-0554	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSUBJ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
657	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
37158	48.4	1	1	Not marked
2535	3.3	2	2	Marked
76754	100.0	TOTALS		

EQ9663A-EQ9663C ARE NOT EDITED FOR THE LOGICAL INCONSISTENCY OF MARKING 'NO' AND ANY OTHER RESPONSE.

EQ9663SP - Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? Mark all that apply. - If you marked "Yes...", please specify where and why below; continue in Question 80 if more space needed.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0555-0556	2	EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
678	0.9	-9	.	Missing skip: No response for both Q63B and Q63C and no text in specify box.
110	0.1	-2	.M	Missing continuation: No response for both Q63B and Q63C but specify box contains text.
36404	47.4	-1	.B	No survey returned
36040	47.0	1	1	Valid skip: No values of 2 for Q63B-Q63C and no text in specify box.
2360	3.1	2	2	Valid continuation: At least one value of 2 for Q63B-Q63C and specify box contains text.
48	0.1	3	3	Implied continuation: No values of 2 for Q63B-Q63C but specify box contains text.
1114	1.5	4	4	Invalid skip: At least one value of 2 for Q63B-Q63C but no text in specify box.
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9664 - During the past 12 months, have you been involved in a racial confrontation on your installation/ship?

OS DATA	
COLS	LENGTH
0557-0558	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCONFR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
758	1.0	-9	.	No response
14	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
27396	35.7	1	1	No, and I have not seen it happen to others
8140	10.6	2	2	No, but I have seen it happen to others
999	1.3	3	3	Yes, but I have not seen it happen to others
3043	4.0	4	4	Yes, and I have seen it happen to others
76754	100.0	TOTALS		

EQ9665 - During the past 12 months, have you been involved in a racial confrontation in the local commmunity around your installation?

OS DATA	
COLS	LENGTH
0559-0560	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCONFR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
752	1.0	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
27112	35.3	1	1	No, and I have not seen it happen to others
8110	10.6	2	2	No, but I have seen it happen to others
1037	1.4	3	3	Yes, but I have not seen it happen to others
3329	4.3	4	4	Yes, and I have seen it happen to others
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666AA - Do you currently know someone who is a member of an extremist organization? - No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0561-0562	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
658	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
1572	2.0	1	1	Not marked
38120	49.7	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666AB - Do you currently know someone who is a member of an extremist organization? - Yes, someone else

OS DATA	
COLS	LENGTH
0563-0564	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
658	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
38834	50.6	1	1	Not marked
858	1.1	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666AC - Do you currently know someone who is a member of an extremist organization? - Yes, a DoD civilian employee/ contractor

OS DATA	
COLS	LENGTH
0565-0566	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
658	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
39556	51.5	1	1	Not marked
136	0.2	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666AD - Do you currently know someone who is a member of an extremist organization? - Yes, a Service member

OS DATA	
COLS	LENGTH
0567-0568	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
658	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
38857	50.6	1	1	Not marked
835	1.1	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666BA - Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization? - No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0569-0570	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
706	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
4202	5.5	1	1	Not marked
35442	46.2	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666BB - Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization? - Yes, someone else

OS DATA	
COLS	LENGTH
0571-0572	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
706	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
37731	49.2	1	1	Not marked
1913	2.5	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666BC - Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization? - Yes, a DoD civilian employee/contractor

OS DATA	
COLS	LENGTH
0573-0574	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
706	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
39302	51.2	1	1	Not marked
342	0.4	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666BD - Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization? - Yes, a Service member

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0575-0576	2	EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
706	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
37229	48.5	1	1	Not marked
2415	3.1	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666CA - During the past 12 months, has someone asked you to join an extremist organization? - No

OS DATA	
COLS	LENGTH
0577-0578	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
331	0.4	1	1	Not marked
39312	51.2	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666CB - During the past 12 months, has someone asked you to join an extremist organization? - Yes, someone else

OS DATA	
COLS	LENGTH
0579-0580	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
39429	51.4	1	1	Not marked
214	0.3	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666CC - During the past 12 months, has someone asked you to join an extremist organization? - Yes, a DoD civilian employee/ contractor

OS DATA	
COLS	LENGTH
0581-0582	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
39616	51.6	1	1	Not marked
27	0.0	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666CD - During the past 12 months, has someone asked you to join an extremist organization? - Yes, a Service member

OS DATA	
COLS	LENGTH
0583-0584	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.9	-9	.	No response
36404	47.4	-1	.B	No survey returned
39534	51.5	1	1	Not marked
109	0.1	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666DA - During the past 12 months, has someone asked you to participate in extremist activities? - No

OS DATA	
COLS	LENGTH
0585-0586	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
306	0.4	1	1	Not marked
39299	51.2	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666DB - During the past 12 months, has someone asked you to participate in extremist activities? - Yes, someone else

OS DATA	
COLS	LENGTH
0587-0588	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
39422	51.4	1	1	Not marked
183	0.2	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666DC - During the past 12 months, has someone asked you to participate in extremist activities? - Yes, a DoD civilian employee/contractor

OS DATA	
COLS	LENGTH
0589-0590	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
39572	51.6	1	1	Not marked
33	0.0	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666DD - During the past 12 months, has someone asked you to participate in extremist activities? - Yes, a Service member

OS DATA	
COLS	LENGTH
0591-0592	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
39492	51.5	1	1	Not marked
113	0.1	2	2	Marked
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666SA - Do you currently know someone who is a member of an extremist organization? - skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0593-0594	2	EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
658	0.9	-9	.	Missing skip: No response for Q66AA and at least one value not equal to 1 for Q66AB-Q66AD.
36404	47.4	-1	.B	No survey returned
38024	49.5	1	1	Valid skip: Value of 2 for Q66AA, all values of 1 for Q66AB-Q66AD.
1572	2.0	2	2	Valid continuation: Value of 1 for Q66AA and at least one value not equal to 1 for Q66AB-Q66AD.
96	0.1	3	3	Implied continuation: Value of 2 for Q66AA and at least one value not equal to 1 for Q66AB-Q66AD.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666SB - Do you currently know someone who is an extremist but is not (to your knowledge) a member of an extremist organization? - skip

OS DATA	
COLS	LENGTH
0595-0596	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
706	0.9	-9	.	Missing skip: No response for Q66BA and at least one value not equal to 1 for Q66BB-Q66BD.
36404	47.4	-1	.B	No survey returned
35370	46.1	1	1	Valid skip: Value of 2 for Q66BA, all values of 1 for Q66BB-Q66BD.
4202	5.5	2	2	Valid continuation: Value of 1 for Q66BA and at least one value not equal to 1 for Q66BB-Q66BD.
72	0.1	3	3	Implied continuation: Value of 2 for Q66BA and at least one value not equal to 1 for Q66BB-Q66BD.
76754	100.0	TOTALS		

Mark all that apply to answer these questions.

EQ9666SC - During the past 12 months, has someone asked you to join an extremist organization? - skip

OS DATA	
COLS	LENGTH
0597-0598	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
707	0.9	-9	.	Missing skip: No response for Q66CA and at least one value not equal to 1 for Q66CB-Q66CD.
36404	47.4	-1	.B	No survey returned
39303	51.2	1	1	Valid skip: Value of 2 for Q66CA, all values of 1 for Q66CB-Q66CD.
331	0.4	2	2	Valid continuation: Value of 1 for Q66CA and at least one value not equal to 1 for Q66CB-Q66CD.
9	0.0	3	3	Implied continuation: Value of 2 for Q66CA and at least one value not equal to 1 for Q66CB-Q66CD.
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Mark all that apply to answer these questions.

EQ9666SD - During the past 12 months, has someone asked you to participate in extremist activities? - skip

OS DATA	
COLS	LENGTH
0599-0600	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	Missing skip: No response for Q66DA and at least one value not equal to 1 for Q66DB-Q66DD.
36404	47.4	-1	.B	No survey returned
39293	51.2	1	1	Valid skip: Value of 2 for Q66DA, all values of 1 for Q66DB-Q66DD.
306	0.4	2	2	Valid continuation: Value of 1 for Q66DA and at least one value not equal to 1 for Q66DB-Q66DD.
6	0.0	3	3	Implied continuation: Value of 2 for Q66DA and at least one value not equal to 1 for Q66DB-Q66DD.
76754	100.0	TOTALS		

To what extent are there problems at your installation/ship with...

EQ9667A - Racist/extremist organizations or activities?

OS DATA	
COLS	LENGTH
0601-0602	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
643	0.8	-9	.	No response
23	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
23950	31.2	1	1	Not at all
4288	5.6	2	2	Small extent
1350	1.8	3	3	Moderate extent
428	0.6	4	4	Large extent
349	0.5	5	5	Very large extent
9319	12.1	99	99	Don't know
76754	100.0	TOTALS		

To what extent are there problems at your installation/ship with...

EQ9667B - Racist/extremist organizations or activities in the local community?

OS DATA	
COLS	LENGTH
0603-0604	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
677	0.9	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18061	23.5	1	1	Not at all
5826	7.6	2	2	Small extent
3084	4.0	3	3	Moderate extent
1093	1.4	4	4	Large extent
750	1.0	5	5	Very large extent
10842	14.1	99	99	Don't know
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

To what extent are there problems at your installation/ship with...

EQ9667C - Hate crimes/activities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0605-0606	2	EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
745	1.0	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
21773	28.4	1	1	Not at all
4803	6.3	2	2	Small extent
1778	2.3	3	3	Moderate extent
685	0.9	4	4	Large extent
533	0.7	5	5	Very large extent
10015	13.0	99	99	Don't know
76754	100.0	TOTALS		

To what extent are there problems at your installation/ship with...

EQ9667D - Hate crimes/activities in the local community?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0607-0608	2	EDEXTINS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
752	1.0	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
16612	21.6	1	1	Not at all
7027	9.2	2	2	Small extent
3146	4.1	3	3	Moderate extent
1214	1.6	4	4	Large extent
843	1.1	5	5	Very large extent
10750	14.0	99	99	Don't know
76754	100.0	TOTALS		

To what extent are there problems at your installation/ship with...

EQ9667SP - If you answered that there are problems, please specify below.

OS DATA	
COLS	LENGTH
0609-0610	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
753	1.0	-9	.	Missing skip: No response or multiple response error for Q67A-Q67D and no text in specify box.
36404	47.4	-1	.B	No survey returned
23731	30.9	1	1	Valid skip: No values of 2-5 for Q67A-Q67D and no text in specify box.
4930	6.4	2	2	Valid continuation: At least one value of 2-5 for Q67A-Q67D and specify box contains text.
74	0.1	3	3	Implied continuation: No values of 2-5 for Q67A-Q67D but specify box contains text.
10862	14.2	4	4	Invalid skip: At least one value of 2-5 for Q67A-Q67D but no text in specify box.
76754	100.0	TOTALS		

To what extent do you know and understand...

EQ9668A - What kinds of words, symbols, and actions are considered racist or offensive to members of other race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0611-0612	2	EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
730	1.0	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3235	4.2	1	1	Not at all
6094	7.9	2	2	Small extent
10263	13.4	3	3	Moderate extent
10579	13.8	4	4	Large extent
9438	12.3	5	5	Very large extent
76754	100.0	TOTALS		

To what extent do you know and understand...

EQ9668B - The process for reporting racial/ethnic discrimination and harassment on your installation/ship?

OS DATA	
COLS	LENGTH
0613-0614	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEXTENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
940	1.2	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2959	3.9	1	1	Not at all
5290	6.9	2	2	Small extent
9205	12.0	3	3	Moderate extent
11532	15.0	4	4	Large extent
10414	13.6	5	5	Very large extent
76754	100.0	TOTALS		

During the last 12 months, have you had any training on the following topics?

EQ9669A - Your Service's policies on racial/ethnic discrimination and harassment

OS DATA	
COLS	LENGTH
0615-0616	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
623	0.8	-9	.	No response
6	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
10515	13.7	1	1	No
29206	38.1	2	2	Yes
76754	100.0	TOTALS		

During the last 12 months, have you had any training on the following topics?

EQ9669B - Your Service's policies on members participating in extremist activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0617-0618	2	EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
671	0.9	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18425	24.0	1	1	No
21250	27.7	2	2	Yes
76754	100.0	TOTALS		

During the last 12 months, have you had any training on the following topics?

EQ9669C - Procedures for reporting racial/ethnic discrimination and harassment

OS DATA	
COLS	LENGTH
0619-0620	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
670	0.9	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12062	15.7	1	1	No
27614	36.0	2	2	Yes
76754	100.0	TOTALS		

During the last 12 months, have you had any training on the following topics?

EQ9669D - How to identify and deal with racial/ethnic discrimination and harassment

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0621-0622	2	EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
685	0.9	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
13883	18.1	1	1	No
25778	33.6	2	2	Yes
76754	100.0	TOTALS		

During the last 12 months, have you had any training on the following topics?

EQ9669E - Cross-cultural awareness and stereotypes

OS DATA	
COLS	LENGTH
0623-0624	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
689	0.9	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
18404	24.0	1	1	No
21254	27.7	2	2	Yes
76754	100.0	TOTALS		

EQ9670 - In total, about how much training have you had during the past 12 months on topics related to racial/ethnic equal opportunity issues?

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0625-0626	2	EDTRAIN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
801	1.0	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
10381	13.5	1	1	None, I haven't received any training
5397	7.0	2	2	1 hour or less
13031	17.0	3	3	More than 1 hour, but no more than 4 hours
6802	8.9	4	4	More than 4 hours, but no more than 8 hours
3931	5.1	5	5	More than 8 hours
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9670SK - In total, about how much training have you had during the past 12 months on topics related to racial/ethnic equal opportunity issues? - skip

OS DATA	
COLS	LENGTH
0627-0628	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
756	1.0	-9	.	Missing skip: No response or multiple response error for Q70 and -9 for Q71 and Q72.
52	0.1	-2	.M	Missing continuation: No response or multiple response error for Q70 and either Q71 or Q72 not equal to -9.
36404	47.4	-1	.B	No survey returned
9948	13.0	1	1	Valid skip: Selected "None, I haven't received any trng" for Q70 and was assigned -9 for Q71 and Q72.
29124	37.9	2	2	Valid continuation: Value of 2-5 for Q70 and either Q71 or Q72 not equal to -9.
433	0.6	3	3	Implied continuation: Selected "None, I haven't received any trng" for Q70 and either Q71 or Q72 not equal to -9.
37	0.0	4	4	Invalid skip: Value of 2-5 for Q70 and was assigned -9 for Q71 and Q72.
76754	100.0	TOTALS		

EQ9671 - In your opinion, how effective was the training you received in making personnel aware of behaviors which might be seen as racial/ethnic discrimination or harassment?

OS DATA	
COLS	LENGTH
0629-0630	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDEFF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
868	1.1	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2203	2.9	1	1	Not at all effective
7267	9.5	2	2	Slightly effective
13578	17.7	3	3	Moderately effective
6482	8.4	4	4	Very effective
9948	13.0	66	66	Doesn't apply, I haven't received any training.
76754	100.0	TOTALS		

EQ9672 - In your opinion, how effective was the training you received at actually preventing/reducing behaviors which might be seen as racial/ethnic discrimination or harassment?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0631-0632	2	EDEFF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1024	1.3	-9	.	No response
5	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3792	4.9	1	1	Not at all effective
9359	12.2	2	2	Slightly effective
11653	15.2	3	3	Moderately effective
4569	6.0	4	4	Very effective
9948	13.0	66	66	Doesn't apply, I haven't received any training.
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673A - Promotion opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0633-0634	2	EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
879	1.1	-9	.	No response
13	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
6159	8.0	1	1	Better as a civilian
18795	24.5	2	2	No difference
14504	18.9	3	3	Better in the military
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673B - Pay and benefits

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0635-0636	2	EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
882	1.1	-9	.	No response
18	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12893	16.8	1	1	Better as a civilian
15174	19.8	2	2	No difference
11383	14.8	3	3	Better in the military
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673C - Fair performance evaluations

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0637-0638	2	EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
978	1.3	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4857	6.3	1	1	Better as a civilian
22592	29.4	2	2	No difference
11913	15.5	3	3	Better in the military
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673D - Education and training opportunities

OS DATA	
COLS	LENGTH
0639-0640	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
897	1.2	-9	.	No response
17	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5848	7.6	1	1	Better as a civilian
14790	19.3	2	2	No difference
18798	24.5	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673E - Quality of life

OS DATA	
COLS	LENGTH
0641-0642	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
907	1.2	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12221	15.9	1	1	Better as a civilian
15334	20.0	2	2	No difference
11879	15.5	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673F - Fair administration of criminal justice

OS DATA	
COLS	LENGTH
0643-0644	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
943	1.2	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
5163	6.7	1	1	Better as a civilian
20983	27.3	2	2	No difference
13252	17.3	3	3	Better in the military
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673G - Chance to show pride in yourself

OS DATA	
COLS	LENGTH
0645-0646	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
866	1.1	-9	.	No response
16	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4277	5.6	1	1	Better as a civilian
18168	23.7	2	2	No difference
17023	22.2	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673H - Chance to show pride in your racial/ethnic group

OS DATA	
COLS	LENGTH
0647-0648	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
919	1.2	-9	.	No response
15	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
8736	11.4	1	1	Better as a civilian
22323	29.1	2	2	No difference
8357	10.9	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673I - Freedom from harassment

OS DATA	
COLS	LENGTH
0649-0650	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
868	1.1	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2508	3.3	1	1	Better as a civilian
21027	27.4	2	2	No difference
15937	20.8	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673J - Freedom from discrimination

OS DATA	
COLS	LENGTH
0651-0652	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
905	1.2	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2298	3.0	1	1	Better as a civilian
20590	26.8	2	2	No difference
16549	21.6	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673K - Freedom from extremism/hate crimes

OS DATA	
COLS	LENGTH
0653-0654	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
902	1.2	-9	.	No response
12	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1046	1.4	1	1	Better as a civilian
18346	23.9	2	2	No difference
20044	26.1	3	3	Better in the military
76754	100.0	TOTALS		

Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

EQ9673L - Racial/ethnic relations overall

OS DATA	
COLS	LENGTH
0655-0656	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBETTER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
904	1.2	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2194	2.9	1	1	Better as a civilian
17831	23.2	2	2	No difference
19414	25.3	3	3	Better in the military
76754	100.0	TOTALS		

EQ9674 - Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

OS DATA	
COLS	LENGTH
0657-0658	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
564	0.7	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4424	5.8	1	1	No
35358	46.1	2	2	Yes
76754	100.0	TOTALS		

EQ9675 - Do you have close personal friends who are of a race/ ethnicity different than yours?

OS DATA	
COLS	LENGTH
0659-0660	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
586	0.8	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
4444	5.8	1	1	No
35316	46.0	2	2	Yes
76754	100.0	TOTALS		

EQ9676 - Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different than yours?

OS DATA	
COLS	LENGTH
0661-0662	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMORE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
607	0.8	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3568	4.6	1	1	Fewer now
16576	21.6	2	2	About the same
19597	25.5	3	3	More now
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9677 - In your opinion, have race relations in our nation gotten better or worse over the last 5 years?

OS DATA	
COLS	LENGTH
0663-0664	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBW	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
787	1.0	-9	.	No response
12	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
12510	16.3	1	1	Worse today
14129	18.4	2	2	About the same as 5 years ago
12912	16.8	3	3	Better today
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9678 - In your opinion, have race relations in the military gotten better or worse in the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0665-0666	2	EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
635	0.8	-9	.	No response
13	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3580	4.7	1	1	Worse today
12409	16.2	2	2	About the same as 5 years ago
14752	19.2	3	3	Better today
8961	11.7	67	67	Don't know - I have been in the military less than 5 years
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679A - Blacks, African-Americans in our nation?

OS DATA	
COLS	LENGTH
0667-0668	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2184	2.8	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3427	4.5	1	1	Worse today
13559	17.7	2	2	About the same as 5 years ago
21170	27.6	3	3	Better today
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679B - Hispanics in our nation?

OS DATA	
COLS	LENGTH
0669-0670	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2442	3.2	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3284	4.3	1	1	Worse today
15003	19.5	2	2	About the same as 5 years ago
19614	25.6	3	3	Better today
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679C - Am. Indians/Eskimos/Aleuts in our nation?

OS DATA	
COLS	LENGTH
0671-0672	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3014	3.9	-9	.	No response
4	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3091	4.0	1	1	Worse today
19362	25.2	2	2	About the same as 5 years ago
14879	19.4	3	3	Better today
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679D - Asians and Pacific Islanders in our nation?

OS DATA	
COLS	LENGTH
0673-0674	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2826	3.7	-9	.	No response
7	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
2024	2.6	1	1	Worse today
17937	23.4	2	2	About the same as 5 years ago
17556	22.9	3	3	Better today
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679E - Whites in our nation?

OS DATA	
COLS	LENGTH
0675-0676	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2668	3.5	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
6385	8.3	1	1	Worse today
18560	24.2	2	2	About the same as 5 years ago
12726	16.6	3	3	Better today
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679F - Blacks, African-Americans in the military?

OS DATA	
COLS	LENGTH
0677-0678	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1108	1.4	-9	.	No response
21	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1427	1.9	1	1	Worse today
12018	15.7	2	2	About the same as 5 years ago
17347	22.6	3	3	Better today
8429	11.0	67	67	Don't know - I have been in the military less than 5 years
76754	100.0	TOTALS		

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679G - Hispanics in the military?

OS DATA	
COLS	LENGTH
0679-0680	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1208	1.6	-9	.	No response
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1286	1.7	1	1	Worse today
13254	17.3	2	2	About the same as 5 years ago
16100	21.0	3	3	Better today
8493	11.1	67	67	Don't know - I have been in the military less than 5 years
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679H - Am. Indians/Eskimos/Aleuts in the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0681-0682	2	EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1482	1.9	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1305	1.7	1	1	Worse today
15597	20.3	2	2	About the same as 5 years ago
13149	17.1	3	3	Better today
8806	11.5	67	67	Don't know - I have been in the military less than 5 years
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679I - Asians and Pacific Islanders in the military?

OS DATA	
COLS	LENGTH
0683-0684	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1342	1.7	-9	.	No response
8	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
1143	1.5	1	1	Worse today
14793	19.3	2	2	About the same as 5 years ago
14358	18.7	3	3	Better today
8706	11.3	67	67	Don't know - I have been in the military less than 5 years
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

In your opinion, have opportunities gotten better or worse over the last 5 years for...

EQ9679J - Whites in the military?

OS DATA	
COLS	LENGTH
0685-0686	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBWY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1207	1.6	-9	.	No response
11	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
3531	4.6	1	1	Worse today
16120	21.0	2	2	About the same as 5 years ago
11027	14.4	3	3	Better today
8454	11.0	67	67	Don't know - I have been in the military less than 5 years
76754	100.0	TOTALS		

COMMENT - If you have comments or concerns about this questionnaire or about the issues raised in this survey, please write them below. If you are continuing an answer to a specific question, please print the question number at the start of the comment. Any comments you make on this questionnaire will be kept confidential and used only in reporting general problems or issues. No follow-up will be taken on specific situations reported below. If you want to report a discrimination or harassment problem, please consult your command Equal Opportunity, Social Action, or Civil Rights Office.

OS DATA	
COLS	LENGTH
0687-0688	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
30181	39.3	1	1	No text entered
10169	13.2	2	2	Text entered
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRDATE - On what day did you complete this questionnaire?

OS DATA	
COLS	LENGTH
0689-0696	8

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	18010101	.B	No survey returned
1001	1.3	18040401	.I	Incomplete grid error
33	0.0	18070701	.O	Out of range error
10	0.0	18080801	.A	Multiple response error
2012	2.6	18090901	.	No Response
6	0.0	19960901	13393	09/01/1996
8	0.0	19960902	13394	09/02/1996
14	0.0	19960903	13395	09/03/1996
5	0.0	19960904	13396	09/04/1996
3	0.0	19960905	13397	09/05/1996
7	0.0	19960906	13398	09/06/1996
7	0.0	19960907	13399	09/07/1996
7	0.0	19960909	13401	09/09/1996
8	0.0	19960910	13402	09/10/1996
4	0.0	19960911	13403	09/11/1996
2	0.0	19960912	13404	09/12/1996
1	0.0	19960913	13405	09/13/1996
2	0.0	19960914	13406	09/14/1996
3	0.0	19960915	13407	09/15/1996
2	0.0	19960916	13408	09/16/1996
4	0.0	19960917	13409	09/17/1996
1	0.0	19960918	13410	09/18/1996
1	0.0	19960919	13411	09/19/1996
7	0.0	19960920	13412	09/20/1996

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	19960921	13413	09/21/1996
3	0.0	19960922	13414	09/22/1996
4	0.0	19960923	13415	09/23/1996
2	0.0	19960924	13416	09/24/1996
8	0.0	19960925	13417	09/25/1996
31	0.0	19960926	13418	09/26/1996
144	0.2	19960927	13419	09/27/1996
105	0.1	19960928	13420	09/28/1996
121	0.2	19960929	13421	09/29/1996
1607	2.1	19960930	13422	09/30/1996
2420	3.2	19961001	13423	10/01/1996
1744	2.3	19961002	13424	10/02/1996
1395	1.8	19961003	13425	10/03/1996
1009	1.3	19961004	13426	10/04/1996
596	0.8	19961005	13427	10/05/1996
622	0.8	19961006	13428	10/06/1996
1139	1.5	19961007	13429	10/07/1996
870	1.1	19961008	13430	10/08/1996
750	1.0	19961009	13431	10/09/1996
829	1.1	19961010	13432	10/10/1996
486	0.6	19961011	13433	10/11/1996
350	0.5	19961012	13434	10/12/1996
298	0.4	19961013	13435	10/13/1996
479	0.6	19961014	13436	10/14/1996
698	0.9	19961015	13437	10/15/1996
501	0.7	19961016	13438	10/16/1996
411	0.5	19961017	13439	10/17/1996
338	0.4	19961018	13440	10/18/1996

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
206	0.3	19961019	13441	10/19/1996
361	0.5	19961020	13442	10/20/1996
442	0.6	19961021	13443	10/21/1996
393	0.5	19961022	13444	10/22/1996
345	0.4	19961023	13445	10/23/1996
320	0.4	19961024	13446	10/24/1996
424	0.6	19961025	13447	10/25/1996
277	0.4	19961026	13448	10/26/1996
338	0.4	19961027	13449	10/27/1996
565	0.7	19961028	13450	10/28/1996
475	0.6	19961029	13451	10/29/1996
459	0.6	19961030	13452	10/30/1996
357	0.5	19961031	13453	10/31/1996
296	0.4	19961101	13454	11/01/1996
196	0.3	19961102	13455	11/02/1996
179	0.2	19961103	13456	11/03/1996
295	0.4	19961104	13457	11/04/1996
270	0.4	19961105	13458	11/05/1996
206	0.3	19961106	13459	11/06/1996
190	0.2	19961107	13460	11/07/1996
112	0.1	19961108	13461	11/08/1996
87	0.1	19961109	13462	11/09/1996
120	0.2	19961110	13463	11/10/1996
202	0.3	19961111	13464	11/11/1996
185	0.2	19961112	13465	11/12/1996
154	0.2	19961113	13466	11/13/1996
116	0.2	19961114	13467	11/14/1996
144	0.2	19961115	13468	11/15/1996

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
74	0.1	19961116	13469	11/16/1996
74	0.1	19961117	13470	11/17/1996
192	0.3	19961118	13471	11/18/1996
173	0.2	19961119	13472	11/19/1996
242	0.3	19961120	13473	11/20/1996
263	0.3	19961121	13474	11/21/1996
412	0.5	19961122	13475	11/22/1996
446	0.6	19961123	13476	11/23/1996
363	0.5	19961124	13477	11/24/1996
862	1.1	19961125	13478	11/25/1996
676	0.9	19961126	13479	11/26/1996
449	0.6	19961127	13480	11/27/1996
177	0.2	19961128	13481	11/28/1996
257	0.3	19961129	13482	11/29/1996
237	0.3	19961130	13483	11/30/1996
356	0.5	19961201	13484	12/01/1996
464	0.6	19961202	13485	12/02/1996
325	0.4	19961203	13486	12/03/1996
324	0.4	19961204	13487	12/04/1996
252	0.3	19961205	13488	12/05/1996
181	0.2	19961206	13489	12/06/1996
95	0.1	19961207	13490	12/07/1996
107	0.1	19961208	13491	12/08/1996
213	0.3	19961209	13492	12/09/1996
238	0.3	19961210	13493	12/10/1996
139	0.2	19961211	13494	12/11/1996
150	0.2	19961212	13495	12/12/1996
92	0.1	19961213	13496	12/13/1996

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
57	0.1	19961214	13497	12/14/1996
106	0.1	19961215	13498	12/15/1996
110	0.1	19961216	13499	12/16/1996
108	0.1	19961217	13500	12/17/1996
90	0.1	19961218	13501	12/18/1996
103	0.1	19961219	13502	12/19/1996
180	0.2	19961220	13503	12/20/1996
170	0.2	19961221	13504	12/21/1996
142	0.2	19961222	13505	12/22/1996
232	0.3	19961223	13506	12/23/1996
163	0.2	19961224	13507	12/24/1996
69	0.1	19961225	13508	12/25/1996
204	0.3	19961226	13509	12/26/1996
235	0.3	19961227	13510	12/27/1996
141	0.2	19961228	13511	12/28/1996
135	0.2	19961229	13512	12/29/1996
246	0.3	19961230	13513	12/30/1996
142	0.2	19961231	13514	12/31/1996
116	0.2	19970101	13515	01/01/1997
143	0.2	19970102	13516	01/02/1997
152	0.2	19970103	13517	01/03/1997
65	0.1	19970104	13518	01/04/1997
71	0.1	19970105	13519	01/05/1997
143	0.2	19970106	13520	01/06/1997
153	0.2	19970107	13521	01/07/1997
95	0.1	19970108	13522	01/08/1997
88	0.1	19970109	13523	01/09/1997
74	0.1	19970110	13524	01/10/1997

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43	0.1	19970111	13525	01/11/1997
42	0.1	19970112	13526	01/12/1997
82	0.1	19970113	13527	01/13/1997
67	0.1	19970114	13528	01/14/1997
51	0.1	19970115	13529	01/15/1997
37	0.0	19970116	13530	01/16/1997
32	0.0	19970117	13531	01/17/1997
18	0.0	19970118	13532	01/18/1997
24	0.0	19970119	13533	01/19/1997
34	0.0	19970120	13534	01/20/1997
47	0.1	19970121	13535	01/21/1997
48	0.1	19970122	13536	01/22/1997
37	0.0	19970123	13537	01/23/1997
28	0.0	19970124	13538	01/24/1997
23	0.0	19970125	13539	01/25/1997
20	0.0	19970126	13540	01/26/1997
28	0.0	19970127	13541	01/27/1997
22	0.0	19970128	13542	01/28/1997
21	0.0	19970129	13543	01/29/1997
23	0.0	19970130	13544	01/30/1997
28	0.0	19970131	13545	01/31/1997
9	0.0	19970201	13546	02/01/1997
19	0.0	19970202	13547	02/02/1997
16	0.0	19970203	13548	02/03/1997
17	0.0	19970204	13549	02/04/1997
13	0.0	19970205	13550	02/05/1997
12	0.0	19970206	13551	02/06/1997
13	0.0	19970207	13552	02/07/1997

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	19970208	13553	02/08/1997
10	0.0	19970209	13554	02/09/1997
12	0.0	19970210	13555	02/10/1997
10	0.0	19970211	13556	02/11/1997
9	0.0	19970212	13557	02/12/1997
5	0.0	19970213	13558	02/13/1997
3	0.0	19970214	13559	02/14/1997
3	0.0	19970215	13560	02/15/1997
1	0.0	19970216	13561	02/16/1997
7	0.0	19970217	13562	02/17/1997
6	0.0	19970218	13563	02/18/1997
8	0.0	19970220	13565	02/20/1997
1	0.0	19970221	13566	02/21/1997
2	0.0	19970222	13567	02/22/1997
2	0.0	19970223	13568	02/23/1997
4	0.0	19970224	13569	02/24/1997
1	0.0	19970313	13586	03/13/1997
1	0.0	19970513	13647	05/13/1997
1	0.0	19970628	13693	06/28/1997
1	0.0	19970702	13697	07/02/1997
1	0.0	19970721	13716	07/21/1997
2	0.0	19970801	13727	08/01/1997
1	0.0	19970802	13728	08/02/1997
1	0.0	19970805	13731	08/05/1997
1	0.0	19970810	13736	08/10/1997
2	0.0	19970816	13742	08/16/1997
1	0.0	19970820	13746	08/20/1997
1	0.0	19970822	13748	08/22/1997

(CONTINUED)

SRDATE - On what day did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	19970825	13751	08/25/1997
1	0.0	19970828	13754	08/28/1997
76754	99.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DMDC_ID - This variable is the sequential number assigned to each record in the original sample file. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0697-0702	6	Z6	NUM	5	STDOS6

TOO NUMEROUS TO LIST HERE.

ARVDATE - This variable indicates the date that a returned survey arrived at DRC. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0703-0710	8	DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	18010101	.B	No survey returned
29	0.0	19960930	13422	09/30/1996
46	0.1	19961001	13423	10/01/1996
333	0.4	19961003	13425	10/03/1996
1364	1.8	19961004	13426	10/04/1996
2656	3.5	19961007	13429	10/07/1996
2065	2.7	19961008	13430	10/08/1996
347	0.5	19961009	13431	10/09/1996
1207	1.6	19961010	13432	10/10/1996
1121	1.5	19961011	13433	10/11/1996
2050	2.7	19961015	13437	10/15/1996
1143	1.5	19961016	13438	10/16/1996
531	0.7	19961017	13439	10/17/1996
1177	1.5	19961018	13440	10/18/1996
1520	2.0	19961021	13443	10/21/1996
441	0.6	19961022	13444	10/22/1996
248	0.3	19961023	13445	10/23/1996
255	0.3	19961024	13446	10/24/1996
675	0.9	19961025	13447	10/25/1996
1425	1.9	19961028	13450	10/28/1996
304	0.4	19961029	13451	10/29/1996
258	0.3	19961030	13452	10/30/1996
2462	3.2	19961102	13455	11/02/1996

(CONTINUED)

ARVDATE - This variable indicates the date that a returned survey arrived at DRC. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
746	1.0	19961104	13457	11/04/1996
506	0.7	19961105	13458	11/05/1996
392	0.5	19961106	13459	11/06/1996
149	0.2	19961107	13460	11/07/1996
389	0.5	19961108	13461	11/08/1996
495	0.6	19961112	13465	11/12/1996
1544	2.0	19961118	13471	11/18/1996
362	0.5	19961119	13472	11/19/1996
81	0.1	19961120	13473	11/20/1996
193	0.3	19961121	13474	11/21/1996
186	0.2	19961122	13475	11/22/1996
13	0.0	19961125	13478	11/25/1996
260	0.3	19961126	13479	11/26/1996
83	0.1	19961127	13480	11/27/1996
566	0.7	19961130	13483	11/30/1996
1871	2.4	19961202	13485	12/02/1996
249	0.3	19961203	13486	12/03/1996
166	0.2	19961204	13487	12/04/1996
588	0.8	19961205	13488	12/05/1996
397	0.5	19961206	13489	12/06/1996
1494	1.9	19961209	13492	12/09/1996
161	0.2	19961210	13493	12/10/1996
127	0.2	19961211	13494	12/11/1996
277	0.4	19961212	13495	12/12/1996
285	0.4	19961213	13496	12/13/1996
684	0.9	19961216	13499	12/16/1996
290	0.4	19961218	13501	12/18/1996

(CONTINUED)

ARVDATE - This variable indicates the date that a returned survey arrived at DRC. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
159	0.2	19961219	13502	12/19/1996
3	0.0	19961220	13503	12/20/1996
524	0.7	19961223	13506	12/23/1996
509	0.7	19961226	13509	12/26/1996
221	0.3	19961227	13510	12/27/1996
515	0.7	19961230	13513	12/30/1996
202	0.3	19961231	13514	12/31/1996
3	0.0	19970101	13515	01/01/1997
273	0.4	19970102	13516	01/02/1997
298	0.4	19970103	13517	01/03/1997
483	0.6	19970106	13520	01/06/1997
131	0.2	19970107	13521	01/07/1997
113	0.1	19970108	13522	01/08/1997
97	0.1	19970109	13523	01/09/1997
407	0.5	19970110	13524	01/10/1997
471	0.6	19970113	13527	01/13/1997
99	0.1	19970114	13528	01/14/1997
81	0.1	19970115	13529	01/15/1997
270	0.4	19970117	13531	01/17/1997
380	0.5	19970121	13535	01/21/1997
14	0.0	19970122	13536	01/22/1997
50	0.1	19970123	13537	01/23/1997
82	0.1	19970124	13538	01/24/1997
185	0.2	19970127	13541	01/27/1997
54	0.1	19970128	13542	01/28/1997
45	0.1	19970129	13543	01/29/1997
43	0.1	19970130	13544	01/30/1997

(CONTINUED)

ARVDATE - This variable indicates the date that a returned survey arrived at DRC. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
52	0.1	19970131	13545	01/31/1997
131	0.2	19970204	13549	02/04/1997
16	0.0	19970205	13550	02/05/1997
54	0.1	19970206	13551	02/06/1997
131	0.2	19970207	13552	02/07/1997
17	0.0	19970211	13556	02/11/1997
34	0.0	19970213	13558	02/13/1997
22	0.0	19970214	13559	02/14/1997
94	0.1	19970218	13563	02/18/1997
6	0.0	19970219	13564	02/19/1997
4	0.0	19970220	13565	02/20/1997
13	0.0	19970221	13566	02/21/1997
4	0.0	19970224	13569	02/24/1997
1	0.0	19970225	13570	02/25/1997
37	0.0	19970226	13571	02/26/1997
23	0.0	19970228	13573	02/28/1997
76754	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

MATPG - This variable indicates whether there is a match between the paygrade indicated in SRGRADE and the paygrade indicated in the survey control system by the variable PG. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0711-0712	2	EDMATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
94	0.1	-9	.	Missing Data
36404	47.4	-1	.B	No survey returned
7366	9.6	0	0	No Match
32890	42.9	1	1	Match
76754	100.0	TOTALS		

SOME RESPONDENTS WILL HAVE BEEN PROMOTED (OR LESS LIKELY DEMOTED) IN THE PERIOD BETWEEN WHEN THE DMDC FILES WERE UPDATED AND WHEN THE SURVEY WAS COMPLETED.

MATRACE - This variable indicates whether there is a match between the race indicated in the two variables, SRRACE1 and SRHISPA1 and the race indicated in the survey control system by the variable CRACE. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0713-0714	2	EDMATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
691	0.9	-9	.	Missing Data
36404	47.4	-1	.B	No survey returned
4066	5.3	0	0	No Match
35593	46.4	1	1	Match
76754	100.0	TOTALS		

MATSEX - This variable indicates whether there is a match between the gender indicated in SRSEX and the gender indicated in the survey control system by the variable SEX. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0715-0716	2	EDMATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
131	0.2	-9	.	Missing Data
36404	47.4	-1	.B	No survey returned
70	0.1	0	0	No Match
40149	52.3	1	1	Match
76754	100.0	TOTALS		

MATSVC - This variable indicates whether there is a match between the service indicated in SRSVC and the service indicated in the survey control system by the variable SVC. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0717-0718	2	EDMATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
98	0.1	-9	.	Missing Data
36404	47.4	-1	.B	No survey returned
12	0.0	0	0	No Match
40240	52.4	1	1	Match
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISS99 - This variable is a count of the number of times that the sample member was assigned a 99 "Don't know".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0719-0720	2	EDMISS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
4737	6.2	0	0	0 times
2815	3.7	1	1	1 time
2439	3.2	2	2	2 times
2422	3.2	3	3	3 times
2406	3.1	4	4	4 times
2493	3.2	5	5	5 times
2557	3.3	6	6	6 times
2642	3.4	7	7	7 times
2488	3.2	8	8	8 times
2426	3.2	9	9	9 times
2307	3.0	10	10	10 times
2025	2.6	11	11	11 times
1803	2.3	12	12	12 times
1621	2.1	13	13	13 times
1299	1.7	14	14	14 times
1010	1.3	15	15	15 times
761	1.0	16	16	16 times
544	0.7	17	17	17 times
482	0.6	18	18	18 times
344	0.4	19	19	19 times
232	0.3	20	20	20 times
178	0.2	21	21	21 times

(CONTINUED)

MISS99 - This variable is a count of the number of times that the sample member was assigned a 99 "Don't know".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
114	0.1	22	22	22 times
70	0.1	23	23	23 times
51	0.1	24	24	24 times
68	0.1	25	25	25 times
12	0.0	26	26	26 times
4	0.0	27	27	27 times
76754	99.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISS_2 - This variable is a count of the number of times that the sample member was assigned a -2 "Implied continuation. Response on this item inconsistent with sample member not skipping out of other items".

OS DATA	
COLS	LENGTH
0721-0722	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMISS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
37855	49.3	0	0	0 times
2495	3.3	1	1	1 time
76754	100.0	TOTALS		

MISS_4 - This variable is a count of the number of times that the sample member was assigned a -4 "Incomplete grid error".

OS DATA	
COLS	LENGTH
0723-0724	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMISS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	.	.B	No survey returned
37781	49.2	-1	0	0 times
2169	2.8	0	1	1 time
400	0.5	1	2	2 times
76754	99.9	2		TOTALS

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISS_6 - This variable is a count of the number of times that the sample member was assigned a -6 "Not Applicable (valid skip)".

OS DATA	
COLS	LENGTH
0725-0726	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMISS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
31412	40.9	0	0	0 times
8938	11.6	1	1	1 time
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISS_8 - This variable is a count of the number of times that the sample member was assigned a -8 "Multiple response error".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0727-0730	4	EDMISS	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
38038	49.6	0	0	0 times
1908	2.5	1	1	1 time
280	0.4	2	2	2 times
52	0.1	3	3	3 times
24	0.0	4	4	4 times
11	0.0	5	5	5 times
6	0.0	6	6	6 times
2	0.0	7	7	7 times
7	0.0	8	8	8 times
1	0.0	9	9	9 times
5	0.0	10	10	10 times
2	0.0	11	11	11 times
4	0.0	12	12	12 times
2	0.0	14	14	14 times
1	0.0	15	15	15 times
1	0.0	16	16	16 times
1	0.0	17	17	17 times
1	0.0	18	18	18 times
1	0.0	26	26	26 times
1	0.0	27	27	27 times
1	0.0	60	60	60 times
1	0.0	238	238	238 times
76754	100.0	TOTALS		

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0731-0734	4	EDMISS	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
8427	11.0	0	0	0 times
7963	10.4	1	1	1 time
4005	5.2	2	2	2 times
2099	2.7	3	3	3 times
1491	1.9	4	4	4 times
1365	1.8	5	5	5 times
1020	1.3	6	6	6 times
682	0.9	7	7	7 times
438	0.6	8	8	8 times
363	0.5	9	9	9 times
318	0.4	10	10	10 times
336	0.4	11	11	11 times
299	0.4	12	12	12 times
217	0.3	13	13	13 times
174	0.2	14	14	14 times
888	1.2	15	15	15 times
1100	1.4	16	16	16 times
659	0.9	17	17	17 times
418	0.5	18	18	18 times
356	0.5	19	19	19 times
328	0.4	20	20	20 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
286	0.4	21	21	21 times
202	0.3	22	22	22 times
181	0.2	23	23	23 times
148	0.2	24	24	24 times
146	0.2	25	25	25 times
109	0.1	26	26	26 times
114	0.1	27	27	27 times
117	0.2	28	28	28 times
84	0.1	29	29	29 times
92	0.1	30	30	30 times
87	0.1	31	31	31 times
62	0.1	32	32	32 times
61	0.1	33	33	33 times
57	0.1	34	34	34 times
54	0.1	35	35	35 times
75	0.1	36	36	36 times
89	0.1	37	37	37 times
95	0.1	38	38	38 times
92	0.1	39	39	39 times
68	0.1	40	40	40 times
84	0.1	41	41	41 times
68	0.1	42	42	42 times
57	0.1	43	43	43 times
53	0.1	44	44	44 times
47	0.1	45	45	45 times
51	0.1	46	46	46 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
48	0.1	47	47	47 times
32	0.0	48	48	48 times
44	0.1	49	49	49 times
30	0.0	50	50	50 times
26	0.0	51	51	51 times
22	0.0	52	52	52 times
38	0.0	53	53	53 times
24	0.0	54	54	54 times
38	0.0	55	55	55 times
51	0.1	56	56	56 times
41	0.1	57	57	57 times
46	0.1	58	58	58 times
53	0.1	59	59	59 times
40	0.1	60	60	60 times
34	0.0	61	61	61 times
35	0.0	62	62	62 times
25	0.0	63	63	63 times
19	0.0	64	64	64 times
24	0.0	65	65	65 times
18	0.0	66	66	66 times
17	0.0	67	67	67 times
19	0.0	68	68	68 times
26	0.0	69	69	69 times
17	0.0	70	70	70 times
20	0.0	71	71	71 times
18	0.0	72	72	72 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24	0.0	73	73	73 times
32	0.0	74	74	74 times
31	0.0	75	75	75 times
24	0.0	76	76	76 times
28	0.0	77	77	77 times
17	0.0	78	78	78 times
19	0.0	79	79	79 times
22	0.0	80	80	80 times
18	0.0	81	81	81 times
16	0.0	82	82	82 times
17	0.0	83	83	83 times
41	0.1	84	84	84 times
41	0.1	85	85	85 times
43	0.1	86	86	86 times
28	0.0	87	87	87 times
23	0.0	88	88	88 times
23	0.0	89	89	89 times
34	0.0	90	90	90 times
39	0.1	91	91	91 times
45	0.1	92	92	92 times
27	0.0	93	93	93 times
37	0.0	94	94	94 times
98	0.1	95	95	95 times
275	0.4	96	96	96 times
593	0.8	97	97	97 times
454	0.6	98	98	98 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
207	0.3	99	99	99 times
118	0.2	100	100	100 times
91	0.1	101	101	101 times
112	0.1	102	102	102 times
69	0.1	103	103	103 times
43	0.1	104	104	104 times
37	0.0	105	105	105 times
40	0.1	106	106	106 times
45	0.1	107	107	107 times
32	0.0	108	108	108 times
36	0.0	109	109	109 times
38	0.0	110	110	110 times
64	0.1	111	111	111 times
109	0.1	112	112	112 times
126	0.2	113	113	113 times
56	0.1	114	114	114 times
60	0.1	115	115	115 times
41	0.1	116	116	116 times
53	0.1	117	117	117 times
26	0.0	118	118	118 times
17	0.0	119	119	119 times
13	0.0	120	120	120 times
17	0.0	121	121	121 times
21	0.0	122	122	122 times
21	0.0	123	123	123 times
14	0.0	124	124	124 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20	0.0	125	125	125 times
17	0.0	126	126	126 times
14	0.0	127	127	127 times
10	0.0	128	128	128 times
11	0.0	129	129	129 times
8	0.0	130	130	130 times
9	0.0	131	131	131 times
8	0.0	132	132	132 times
5	0.0	133	133	133 times
5	0.0	134	134	134 times
6	0.0	135	135	135 times
9	0.0	136	136	136 times
3	0.0	137	137	137 times
6	0.0	138	138	138 times
7	0.0	139	139	139 times
5	0.0	140	140	140 times
6	0.0	141	141	141 times
7	0.0	142	142	142 times
4	0.0	143	143	143 times
4	0.0	144	144	144 times
12	0.0	145	145	145 times
7	0.0	146	146	146 times
5	0.0	147	147	147 times
6	0.0	148	148	148 times
7	0.0	149	149	149 times
2	0.0	150	150	150 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4	0.0	151	151	151 times
3	0.0	152	152	152 times
3	0.0	153	153	153 times
5	0.0	154	154	154 times
6	0.0	155	155	155 times
5	0.0	156	156	156 times
5	0.0	157	157	157 times
4	0.0	158	158	158 times
3	0.0	159	159	159 times
3	0.0	160	160	160 times
3	0.0	161	161	161 times
4	0.0	162	162	162 times
5	0.0	163	163	163 times
7	0.0	164	164	164 times
2	0.0	165	165	165 times
2	0.0	166	166	166 times
4	0.0	168	168	168 times
10	0.0	169	169	169 times
18	0.0	170	170	170 times
10	0.0	171	171	171 times
8	0.0	172	172	172 times
1	0.0	173	173	173 times
1	0.0	174	174	174 times
2	0.0	175	175	175 times
2	0.0	176	176	176 times
2	0.0	178	178	178 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	179	179	179 times
3	0.0	181	181	181 times
4	0.0	183	183	183 times
2	0.0	184	184	184 times
4	0.0	185	185	185 times
10	0.0	186	186	186 times
4	0.0	187	187	187 times
3	0.0	188	188	188 times
1	0.0	189	189	189 times
2	0.0	190	190	190 times
1	0.0	191	191	191 times
2	0.0	192	192	192 times
3	0.0	194	194	194 times
3	0.0	195	195	195 times
1	0.0	196	196	196 times
1	0.0	197	197	197 times
1	0.0	201	201	201 times
1	0.0	202	202	202 times
2	0.0	209	209	209 times
1	0.0	211	211	211 times
1	0.0	214	214	214 times
2	0.0	215	215	215 times
1	0.0	217	217	217 times
1	0.0	218	218	218 times
1	0.0	219	219	219 times
2	0.0	220	220	220 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	221	221	221 times
1	0.0	224	224	224 times
1	0.0	225	225	225 times
1	0.0	226	226	226 times
1	0.0	227	227	227 times
11	0.0	228	228	228 times
5	0.0	229	229	229 times
2	0.0	230	230	230 times
1	0.0	231	231	231 times
2	0.0	232	232	232 times
5	0.0	233	233	233 times
1	0.0	234	234	234 times
1	0.0	236	236	236 times
1	0.0	237	237	237 times
1	0.0	239	239	239 times
1	0.0	240	240	240 times
2	0.0	242	242	242 times
2	0.0	243	243	243 times
1	0.0	244	244	244 times
1	0.0	246	246	246 times
3	0.0	247	247	247 times
2	0.0	248	248	248 times
1	0.0	249	249	249 times
3	0.0	250	250	250 times
2	0.0	252	252	252 times
1	0.0	253	253	253 times

(CONTINUED)

MISS_9 - This variable is a count of the number of times that the sample member was assigned a -9 "No response (invalid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	254	254	254 times
3	0.0	255	255	255 times
4	0.0	256	256	256 times
2	0.0	257	. 257	257 times
1	0.0	258	258	258 times
1	0.0	261	261	261 times
1	0.0	264	264	264 times
3	0.0	266	266	266 times
3	0.0	267	267	267 times
2	0.0	268	268	268 times
3	0.0	269	269	269 times
2	0.0	270	270	270 times
1	0.0	274	274	274 times
76754	98.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISS_TOT - This variable is the sum of all MISS_ variables.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0735-0738	4	EDMISS	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	-1	.B	No survey returned
6599	8.6	0	0	0 times
7348	9.6	1	1	1 time
4760	6.2	2	2	2 times
2723	3.5	3	3	3 times
1827	2.4	4	4	4 times
1490	1.9	5	5	5 times
1111	1.4	6	6	6 times
788	1.0	7	7	7 times
575	0.7	8	8	8 times
406	0.5	9	9	9 times
348	0.5	10	10	10 times
344	0.4	11	11	11 times
320	0.4	12	12	12 times
231	0.3	13	13	13 times
198	0.3	14	14	14 times
744	1.0	15	15	15 times
1048	1.4	16	16	16 times
691	0.9	17	17	17 times
493	0.6	18	18	18 times
390	0.5	19	19	19 times
344	0.4	20	20	20 times
303	0.4	21	21	21 times
244	0.3	22	22	22 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
179	0.2	23	23	23 times
166	0.2	24	24	24 times
157	0.2	25	25	25 times
115	0.1	26	26	26 times
115	0.1	27	27	27 times
128	0.2	28	28	28 times
99	0.1	29	29	29 times
84	0.1	30	30	30 times
91	0.1	31	31	31 times
70	0.1	32	32	32 times
60	0.1	33	33	33 times
61	0.1	34	34	34 times
56	0.1	35	35	35 times
57	0.1	36	36	36 times
53	0.1	37	37	37 times
104	0.1	38	38	38 times
109	0.1	39	39	39 times
81	0.1	40	40	40 times
83	0.1	41	41	41 times
69	0.1	42	42	42 times
68	0.1	43	43	43 times
63	0.1	44	44	44 times
42	0.1	45	45	45 times
55	0.1	46	46	46 times
41	0.1	47	47	47 times
50	0.1	48	48	48 times
37	0.0	49	49	49 times
35	0.0	50	50	50 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23	0.0	51	51	51 times
29	0.0	52	52	52 times
35	0.0	53	53	53 times
26	0.0	54	54	54 times
28	0.0	55	55	55 times
41	0.1	56	56	56 times
51	0.1	57	57	57 times
38	0.0	58	58	58 times
58	0.1	59	59	59 times
43	0.1	60	60	60 times
37	0.0	61	61	61 times
37	0.0	62	62	62 times
29	0.0	63	63	63 times
21	0.0	64	64	64 times
23	0.0	65	65	65 times
21	0.0	66	66	66 times
20	0.0	67	67	67 times
16	0.0	68	68	68 times
20	0.0	69	69	69 times
22	0.0	70	70	70 times
24	0.0	71	71	71 times
17	0.0	72	72	72 times
22	0.0	73	73	73 times
26	0.0	74	74	74 times
30	0.0	75	75	75 times
23	0.0	76	76	76 times
34	0.0	77	77	77 times
21	0.0	78	78	78 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15	0.0	79	79	79 times
17	0.0	80	80	80 times
19	0.0	81	81	81 times
22	0.0	82	82	82 times
19	0.0	83	83	83 times
19	0.0	84	84	84 times
33	0.0	85	85	85 times
51	0.1	86	86	86 times
31	0.0	87	87	87 times
22	0.0	88	88	88 times
27	0.0	89	89	89 times
21	0.0	90	90	90 times
21	0.0	91	91	91 times
40	0.1	92	92	92 times
46	0.1	93	93	93 times
30	0.0	94	94	94 times
47	0.1	95	95	95 times
89	0.1	96	96	96 times
475	0.6	97	97	97 times
578	0.8	98	98	98 times
364	0.5	99	99	99 times
159	0.2	100	100	100 times
105	0.1	101	101	101 times
127	0.2	102	102	102 times
80	0.1	103	103	103 times
50	0.1	104	104	104 times
47	0.1	105	105	105 times
29	0.0	106	106	106 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
52	0.1	107	107	107 times
41	0.1	108	108	108 times
38	0.0	109	109	109 times
36	0.0	110	110	110 times
33	0.0	111	111	111 times
88	0.1	112	112	112 times
146	0.2	113	113	113 times
78	0.1	114	114	114 times
58	0.1	115	115	115 times
45	0.1	116	116	116 times
48	0.1	117	117	117 times
48	0.1	118	118	118 times
25	0.0	119	119	119 times
18	0.0	120	120	120 times
12	0.0	121	121	121 times
19	0.0	122	122	122 times
21	0.0	123	123	123 times
17	0.0	124	124	124 times
17	0.0	125	125	125 times
21	0.0	126	126	126 times
11	0.0	127	127	127 times
18	0.0	128	128	128 times
7	0.0	129	129	129 times
14	0.0	130	130	130 times
8	0.0	131	131	131 times
6	0.0	132	132	132 times
6	0.0	133	133	133 times
7	0.0	134	134	134 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	135	135	135 times
6	0.0	136	136	136 times
5	0.0	137	137	137 times
4	0.0	138	138	138 times
6	0.0	139	139	139 times
7	0.0	140	140	140 times
6	0.0	141	141	141 times
8	0.0	142	142	142 times
7	0.0	143	143	143 times
1	0.0	144	144	144 times
7	0.0	145	145	145 times
8	0.0	146	146	146 times
10	0.0	147	147	147 times
5	0.0	148	148	148 times
3	0.0	149	149	149 times
7	0.0	150	150	150 times
3	0.0	151	151	151 times
3	0.0	152	152	152 times
4	0.0	153	153	153 times
3	0.0	154	154	154 times
3	0.0	155	155	155 times
5	0.0	156	156	156 times
8	0.0	157	157	157 times
4	0.0	158	158	158 times
7	0.0	159	159	159 times
1	0.0	160	160	160 times
4	0.0	161	161	161 times
3	0.0	162	162	162 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	163	163	163 times
4	0.0	164	164	164 times
4	0.0	165	165	165 times
3	0.0	166	166	166 times
1	0.0	167	167	167 times
7	0.0	169	169	169 times
15	0.0	170	170	170 times
17	0.0	171	171	171 times
8	0.0	172	172	172 times
3	0.0	173	173	173 times
1	0.0	174	174	174 times
2	0.0	175	175	175 times
2	0.0	176	176	176 times
1	0.0	177	177	177 times
2	0.0	178	178	178 times
1	0.0	179	179	179 times
2	0.0	181	181	181 times
1	0.0	182	182	182 times
3	0.0	184	184	184 times
6	0.0	185	185	185 times
8	0.0	186	186	186 times
5	0.0	187	187	187 times
3	0.0	188	188	188 times
3	0.0	189	189	189 times
2	0.0	190	190	190 times
1	0.0	191	191	191 times
2	0.0	192	192	192 times
1	0.0	194	194	194 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	195	195	195 times
4	0.0	196	196	196 times
1	0.0	197	197	197 times
1	0.0	201	201	201 times
1	0.0	202	202	202 times
1	0.0	209	209	209 times
1	0.0	211	211	211 times
1	0.0	212	212	212 times
2	0.0	215	215	215 times
1	0.0	216	216	216 times
1	0.0	217	217	217 times
2	0.0	219	219	219 times
2	0.0	220	220	220 times
1	0.0	221	221	221 times
1	0.0	224	224	224 times
2	0.0	226	226	226 times
10	0.0	228	228	228 times
7	0.0	229	229	229 times
2	0.0	230	230	230 times
1	0.0	231	231	231 times
2	0.0	232	232	232 times
5	0.0	233	233	233 times
1	0.0	235	235	235 times
1	0.0	236	236	236 times
1	0.0	237	237	237 times
1	0.0	239	239	239 times
1	0.0	241	241	241 times
2	0.0	242	242	242 times

(CONTINUED)

MISS_TOT - This variable is the sum of all MISS_ variables.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	243	243	243 times
2	0.0	244	244	244 times
1	0.0	246	246	246 times
2	0.0	247	247	247 times
3	0.0	248	248	248 times
1	0.0	249	249	249 times
3	0.0	250	250	250 times
1	0.0	252	252	252 times
2	0.0	253	253	253 times
2	0.0	254	254	254 times
4	0.0	255	255	255 times
3	0.0	256	256	256 times
3	0.0	257	257	257 times
1	0.0	258	258	258 times
1	0.0	261	261	261 times
1	0.0	264	264	264 times
2	0.0	266	266	266 times
4	0.0	267	267	267 times
2	0.0	268	268	268 times
2	0.0	269	269	269 times
1	0.0	270	270	270 times
2	0.0	271	271	271 times
1	0.0	274	274	274 times
76754	98.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ANL_WT - Analysis Weight

OS DATA	
COLS	LENGTH
0739-0756	18

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
18.14	NUM	8	STDOS18.14

ANL_WT IS A CONTINUOUS VARIABLE. THERE ARE 33,641 NON-RESPONDENTS WITH ZERO WEIGHTS AND 43,113 (ELIGIBLE AND NONELIGIBLE) RESPONDENTS WITH WEIGHTS IN THE RANGE OF 1.06 TO 579.45 WITH A MEDIAN OF 11.06. SAMPLING WEIGHTS ARE CALCULATED AS THE INVERSE PROBABILITY OF SELECTION FOR EACH SAMPLE MEMBER. ADJUSTMENTS ARE APPLIED TO THE SAMPLING WEIGHTS TO ACCOUNT FOR THE STUDY NONRESPONDENTS. POST-STRATIFICATION ADJUSTMENTS ARE FURTHER APPLIED TO THE WEIGHTS TO CREATE THE FINAL ANALYSIS WEIGHTS (ANL_WT). BY SUMMING THE SAMPLING WEIGHTS FOR A PARTICULAR DOMAIN, SUCH AS MALES, AN ESTIMATE OF THE TOTAL NUMBER OF MALES IS CALCULATED. DUE TO SUBJECT NONRESPONSE AND FLUCTUATIONS IN THE WEIGHTS, THIS ESTIMATE OF THE TOTAL DIFFERED FROM THE TOTAL CALCULATED FROM THE SAMPLING FRAME. THE POST-STRATIFICATION ADJUSTMENTS SCALE THE SAMPLING WEIGHTS SO THAT THE SUM CLOSELY MATCHES THE SAMPLING FRAME TOTAL. THE SURVEY ANALYSIS FILES SECTION GIVES RECOMMENDED USES OF THIS VARIABLE DURING ANALYSIS--FOR FURTHER DETAILS SEE APPENDIX A IN DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT."

ELIGFLGW - Eligibility Indicator

OS DATA	
COLS	LENGTH
0757-0758	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
ELIGFLGW	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33519	43.7	-9	.	Unknown eligibility
3258	4.2	0	0	Ineligible Subjects
39977	52.1	1	1	Eligible
76754	100.0	TOTALS		

SAMPLE MEMBERS WERE CLASSIFIED AS ELIGIBLE OR INELIGIBLE BASED ON INFORMATION SUCH AS MILITARY RECORDS AND SELF-REPORT RECORDS (SEE INELCODE DISCUSSION). INELIGIBLE SUBJECTS ARE INCLUDED ON THE DATA SET FOR ANALYSIS PURPOSES BECAUSE THEY ARE REPRESENTATIVE OF OTHER INELIGIBLE SUBJECTS WHO DID NOT RESPOND. THE POPULATION TOTALS USED FOR POST-STRATIFICATION ADJUSTMENTS ALSO CONTAINED INELIGIBLES (SEE ANL_WT DISCUSSION). DURING ANALYSES USING THE DESIGN-SPECIFIC PACKAGE SUDAAN, ELIGIBLE SUBJECTS SHOULD BE IDENTIFIED WITH THE SUBPOPN STATEMENT. HOWEVER, THE RECORDS FOR THE INELIGIBLE RESPONDENTS SHOULD BE ELIMINATED PRIOR TO ANALYSES USING OTHER STATISTICAL PACKAGES SUCH AS SAS. THE SURVEY ANALYSIS FILES SECTION GIVES RECOMMENDED USES OF THIS VARIABLE DURING ANALYSIS FOR FURTHER DETAILS SEE APPENDIX A IN DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT."

NVSTRAT - Frame Count Within Variance Estimation Strata

OS DATA	
COLS	LENGTH
0759-0764	6

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.0	26	26	26
31	0.0	39	39	39
46	0.1	46	46	46
53	0.1	53	53	53
60	0.1	60	60	60
64	0.1	64	64	64
132	0.2	66	66	66
69	0.1	69	69	69
71	0.1	71	71	71
66	0.1	72	72	72
84	0.1	84	84	84
85	0.1	85	85	85
90	0.1	90	90	90
107	0.1	107	107	107
45	0.1	120	120	120
126	0.2	126	126	126
129	0.2	129	129	129
151	0.2	151	151	151
88	0.1	153	153	153
34	0.0	161	161	161
180	0.2	180	180	180
184	0.2	184	184	184
370	0.5	187	187	187
188	0.2	188	188	188

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
75	0.1	192	192	192
205	0.3	205	205	205
206	0.3	206	206	206
85	0.1	214	214	214
737	1.0	215	215	215
373	0.5	221	221	221
206	0.3	225	225	225
226	0.3	226	226	226
462	0.6	231	231	231
157	0.2	239	239	239
249	0.3	243	243	243
248	0.3	248	248	248
267	0.3	267	267	267
275	0.4	275	275	275
129	0.2	283	283	283
264	0.3	285	285	285
27	0.0	295	295	295
339	0.4	305	305	305
197	0.3	314	314	314
71	0.1	325	325	325
35	0.0	336	336	336
188	0.2	350	350	350
370	0.5	352	352	352
142	0.2	364	364	364
284	0.4	369	369	369
191	0.2	380	380	380
50	0.1	387	387	387
262	0.3	389	389	389

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
53	0.1	398	398	398
313	0.4	403	403	403
697	0.9	427	427	427
104	0.1	453	453	453
360	0.5	465	465	465
225	0.3	466	466	466
287	0.4	488	488	488
90	0.1	498	498	498
72	0.1	521	521	521
234	0.3	522	522	522
149	0.2	527	527	527
157	0.2	541	541	541
336	0.4	575	575	575
394	0.5	577	577	577
146	0.2	581	581	581
354	0.5	590	590	590
518	0.7	591	591	591
467	0.6	600	600	600
135	0.2	614	614	614
224	0.3	618	618	618
89	0.1	621	621	621
153	0.2	638	638	638
356	0.5	639	639	639
77	0.1	648	648	648
433	0.6	668	668	668
226	0.3	676	676	676
616	0.8	689	689	689
320	0.4	697	697	697

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
625	0.8	711	711	711
206	0.3	732	732	732
372	0.5	738	738	738
161	0.2	759	759	759
81	0.1	801	801	801
804	1.0	804	804	804
105	0.1	874	874	874
121	0.2	883	883	883
97	0.1	887	887	887
473	0.6	916	916	916
206	0.3	926	926	926
136	0.2	962	962	962
190	0.2	963	963	963
97	0.1	969	969	969
176	0.2	985	985	985
74	0.1	995	995	995
119	0.2	1002	1002	1002
133	0.2	1053	1053	1053
167	0.2	1073	1073	1073
618	0.8	1076	1076	1076
296	0.4	1139	1139	1139
1096	1.4	1163	1163	1163
190	0.2	1173	1173	1173
69	0.1	1231	1231	1231
559	0.7	1277	1277	1277
330	0.4	1290	1290	1290
1018	1.3	1312	1312	1312
248	0.3	1368	1368	1368

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
121	0.2	1378	1378	1378
818	1.1	1405	1405	1405
152	0.2	1410	1410	1410
217	0.3	1465	1465	1465
1109	1.4	1532	1532	1532
943	1.2	1558	1558	1558
1270	1.7	1568	1568	1568
284	0.4	1637	1637	1637
374	0.5	1640	1640	1640
321	0.4	1658	1658	1658
197	0.3	1671	1671	1671
192	0.3	1688	1688	1688
332	0.4	1705	1705	1705
467	0.6	1716	1716	1716
102	0.1	1761	1761	1761
252	0.3	1982	1982	1982
352	0.5	2006	2006	2006
1323	1.7	2055	2055	2055
127	0.2	2061	2061	2061
324	0.4	2077	2077	2077
342	0.4	2112	2112	2112
303	0.4	2152	2152	2152
235	0.3	2372	2372	2372
150	0.2	2448	2448	2448
52	0.1	2518	2518	2518
259	0.3	2536	2536	2536
580	0.8	2646	2646	2646
169	0.2	2785	2785	2785

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
305	0.4	2793	2793	2793
222	0.3	2819	2819	2819
443	0.6	3041	3041	3041
70	0.1	3120	3120	3120
431	0.6	3133	3133	3133
565	0.7	3259	3259	3259
218	0.3	3363	3363	3363
246	0.3	3666	3666	3666
366	0.5	3679	3679	3679
1025	1.3	3734	3734	3734
191	0.2	3798	3798	3798
124	0.2	3822	3822	3822
318	0.4	3930	3930	3930
627	0.8	3987	3987	3987
287	0.4	4096	4096	4096
249	0.3	4211	4211	4211
544	0.7	4374	4374	4374
294	0.4	4686	4686	4686
130	0.2	4816	4816	4816
439	0.6	4828	4828	4828
338	0.4	4903	4903	4903
122	0.2	5030	5030	5030
366	0.5	5145	5145	5145
308	0.4	5157	5157	5157
296	0.4	5540	5540	5540
423	0.6	5755	5755	5755
127	0.2	6133	6133	6133
547	0.7	6193	6193	6193

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
193	0.3	6320	6320	6320
147	0.2	6380	6380	6380
233	0.3	6493	6493	6493
448	0.6	6857	6857	6857
404	0.5	7311	7311	7311
166	0.2	7395	7395	7395
1924	2.5	7493	7493	7493
155	0.2	7590	7590	7590
189	0.2	7736	7736	7736
565	0.7	8214	8214	8214
197	0.3	8248	8248	8248
593	0.8	8624	8624	8624
277	0.4	8756	8756	8756
1481	1.9	9053	9053	9053
288	0.4	9286	9286	9286
463	0.6	9334	9334	9334
228	0.3	10002	10002	10002
794	1.0	10086	10086	10086
284	0.4	10765	10765	10765
1099	1.4	10904	10904	10904
215	0.3	11558	11558	11558
279	0.4	11800	11800	11800
759	1.0	12344	12344	12344
591	0.8	12381	12381	12381
304	0.4	12952	12952	12952
446	0.6	13263	13263	13263
502	0.7	15221	15221	15221
611	0.8	15700	15700	15700

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
305	0.4	15808	15808	15808
341	0.4	15878	15878	15878
340	0.4	16296	16296	16296
492	0.6	17235	17235	17235
496	0.6	18418	18418	18418
751	1.0	19657	19657	19657
733	1.0	20078	20078	20078
354	0.5	20094	20094	20094
347	0.5	21715	21715	21715
521	0.7	22702	22702	22702
678	0.9	22972	22972	22972
483	0.6	23122	23122	23122
899	1.2	23380	23380	23380
370	0.5	25370	25370	25370
357	0.5	25725	25725	25725
1225	1.6	36511	36511	36511
398	0.5	40509	40509	40509
677	0.9	41545	41545	41545
451	0.6	47790	47790	47790
556	0.7	51083	51083	51083
1059	1.4	51727	51727	51727
893	1.2	52388	52388	52388
511	0.7	53676	53676	53676
352	0.5	54387	54387	54387
683	0.9	56847	56847	56847
995	1.3	59345	59345	59345
605	0.8	60920	60920	60920
446	0.6	69568	69568	69568

(CONTINUED)

NVSTRAT - Frame Count Within Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
462	0.6	85127	85127	85127
76754	100.5	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NVSTRAT IS A CONTINUOUS VARIABLE IN THE RANGE OF 26 TO 85,127 WITH A MEDIAN OF 2,536. A STRATIFIED RANDOM SAMPLING DESIGN WAS USED FOR THE 1996 EOS SURVEY. THE SAMPLING FRAME WAS STRATIFED BY SERVICE, REGION, PAYGRADE GROUPINGS, AND RACE/ETHINICITY GROUPINGS. OPTIMUM ALLOCATION TECHNIQUES WERE USED TO DISTRIBUTE THE SAMPLE ACROSS THE STRATA. VARIANCE ESTIMATION REQUIRES AT LEAST TWO ANALYSIS RECORDS WITHIN EACH SAMPLING STRATUM. PRECISION OF THE ESTIMATE IMPROVE AS THE AVERAGE NUMBER OF ANALYSIS RECORDS WITHIN THE STATA INCREASES. SINCE NONRESPONSE CAUSES A DECREASE IN THE NUMBER OF RECORDS, SEVERAL STRATA WERE COLLAPSED. STRATA WERE COMBINED BASED ON THE STRATUM VARIABLES AND THE RESPONSE PATTERN WITHIN THE STRATA. THUS VARIANCE ESTIMATION STRATA (VSTRAT) WERE FORMED BY COLLAPSING THE SAMPLING STRATA TO OBTAIN A MINIMUM SAMPLE SIZE OF 25 RESPONDENTS. SAMPLING FRAME COUNTS WERE CALCULATED WITHIN THE VARIANCE ESTIMATION STRATA FOR ANALYSIS PURPOSES (NVSTRAT). THE SURVEY ANALYSIS FILES SECTION GIVES RECOMMENDED USES OF THIS VARIABLE DURING ANALYSIS--FOR FURTHER DETAILS SEE APPENDIX A IN DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT."

VSTRAT - Variance Estimation Strata

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0765-0768	4	4	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
511	0.7	1	1	1
751	1.0	2	2	2
547	0.7	3	3	3
433	0.6	4	4	4
324	0.4	5	5	5
303	0.4	6	6	6
683	0.9	7	7	7
899	1.2	8	8	8
439	0.6	9	9	9
406	0.5	10	10	10
342	0.4	11	11	11
443	0.6	12	12	12
352	0.5	13	13	13
1225	1.6	14	14	14
308	0.4	15	15	15
336	0.4	16	16	16
252	0.3	17	17	17
544	0.7	18	18	18
347	0.5	19	19	19
502	0.7	20	20	20
222	0.3	21	21	21
152	0.2	22	22	22
121	0.2	23	23	23
192	0.3	24	24	24

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
893	1.2	25	25	25
1924	2.5	26	26	26
1323	1.7	27	27	27
305	0.4	28	28	28
1270	1.7	29	29	29
119	0.2	30	30	30
284	0.4	31	31	31
287	0.4	32	32	32
296	0.4	33	33	33
126	0.2	34	34	34
225	0.3	35	35	35
496	0.6	36	36	36
565	0.7	37	37	37
374	0.5	38	38	38
205	0.3	39	39	39
372	0.5	40	40	40
176	0.2	41	41	41
341	0.4	42	42	42
759	1.0	43	43	43
332	0.4	44	44	44
180	0.2	45	45	45
320	0.4	46	46	46
217	0.3	47	47	47
130	0.2	48	48	48
249	0.3	49	49	49
161	0.2	50	50	50
60	0.1	51	51	51
129	0.2	52	52	52

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72	0.1	53	53	53
279	0.4	54	54	54
467	0.6	55	55	55
394	0.5	56	56	56
85	0.1	57	57	57
361	0.5	58	58	58
32	0.0	59	59	59
605	0.8	60	60	60
733	1.0	61	61	61
1099	1.4	62	62	62
473	0.6	63	63	63
627	0.8	64	64	64
97	0.1	65	65	65
398	0.5	66	66	66
446	0.6	67	67	67
423	0.6	68	68	68
191	0.2	69	69	69
305	0.4	70	70	70
462	0.6	71	71	71
678	0.9	72	72	72
404	0.5	73	73	73
234	0.3	74	74	74
448	0.6	75	75	75
357	0.5	76	76	76
124	0.2	77	77	77
74	0.1	78	78	78
88	0.1	79	79	79
259	0.3	80	80	80

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
27	0.0	81	81	81
677	0.9	82	82	82
580	0.8	83	83	83
943	1.2	84	84	84
187	0.2	85	85	85
1109	1.4	86	86	86
189	0.2	87	87	87
150	0.2	88	88	88
330	0.4	89	89	89
90	0.1	90	90	90
149	0.2	91	91	91
147	0.2	92	92	92
102	0.1	93	93	93
206	0.3	94	94	94
66	0.1	95	95	95
135	0.2	96	96	96
215	0.3	97	97	97
191	0.2	98	98	98
248	0.3	99	99	99
84	0.1	100	100	100
352	0.5	101	101	101
70	0.1	102	102	102
34	0.0	103	103	103
146	0.2	104	104	104
155	0.2	105	105	105
112	0.1	106	106	106
188	0.2	107	107	107
46	0.1	108	108	108

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
262	0.3	109	109	109
1059	1.4	110	110	110
794	1.0	111	111	111
1481	1.9	112	112	112
804	1.0	113	113	113
818	1.1	114	114	114
105	0.1	115	115	115
521	0.7	116	116	116
318	0.4	117	117	117
565	0.7	118	118	118
248	0.3	119	119	119
354	0.5	120	120	120
50	0.1	121	121	121
483	0.6	122	122	122
593	0.8	123	123	123
431	0.6	124	124	124
231	0.3	125	125	125
356	0.5	126	126	126
90	0.1	127	127	127
197	0.3	128	128	128
218	0.3	129	129	129
167	0.2	130	130	130
66	0.1	131	131	131
123	0.2	132	132	132
611	0.8	133	133	133
618	0.8	134	134	134
616	0.8	135	135	135
107	0.1	136	136	136

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
267	0.3	137	137	137
66	0.1	138	138	138
451	0.6	139	139	139
288	0.4	140	140	140
366	0.5	141	141	141
197	0.3	142	142	142
284	0.4	143	143	143
97	0.1	144	144	144
556	0.7	145	145	145
277	0.4	146	146	146
235	0.3	147	147	147
157	0.2	148	148	148
190	0.2	149	149	149
77	0.1	150	150	150
446	0.6	151	151	151
492	0.6	152	152	152
246	0.3	153	153	153
287	0.4	154	154	154
197	0.3	155	155	155
81	0.1	156	156	156
370	0.5	157	157	157
193	0.3	158	158	158
121	0.2	159	159	159
244	0.3	160	160	160
89	0.1	161	161	161
35	0.0	162	162	162
995	1.3	163	163	163
1025	1.3	164	164	164

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1018	1.3	165	165	165
275	0.4	166	166	166
1096	1.4	167	167	167
152	0.2	168	168	168
127	0.2	169	169	169
69	0.1	170	170	170
104	0.1	171	171	171
53	0.1	172	172	172
75	0.1	173	173	173
304	0.4	174	174	174
169	0.2	175	175	175
153	0.2	176	176	176
64	0.1	177	177	177
142	0.2	178	178	178
305	0.4	179	179	179
296	0.4	180	180	180
190	0.2	181	181	181
129	0.2	182	182	182
226	0.3	183	183	183
34	0.0	184	184	184
122	0.2	185	185	185
91	0.1	186	186	186
71	0.1	187	187	187
71	0.1	188	188	188
85	0.1	189	189	189
166	0.2	190	190	190
157	0.2	191	191	191
184	0.2	192	192	192

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.0	193	193	193
184	0.2	194	194	194
338	0.4	195	195	195
313	0.4	196	196	196
467	0.6	197	197	197
217	0.3	198	198	198
215	0.3	199	199	199
366	0.5	200	200	200
336	0.4	201	201	201
360	0.5	202	202	202
264	0.3	203	203	203
151	0.2	204	204	204
233	0.3	205	205	205
215	0.3	206	206	206
206	0.3	207	207	207
31	0.0	208	208	208
188	0.2	209	209	209
591	0.8	210	210	210
559	0.7	211	211	211
625	0.8	212	212	212
226	0.3	213	213	213
221	0.3	214	214	214
354	0.5	215	215	215
294	0.4	216	216	216
230	0.3	217	217	217
206	0.3	218	218	218
224	0.3	219	219	219
53	0.1	220	220	220

(CONTINUED)

VSTRAT - Variance Estimation Strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
340	0.4	221	221	221
127	0.2	222	222	222
136	0.2	223	223	223
183	0.2	224	224	224
126	0.2	225	225	225
228	0.3	226	226	226
206	0.3	227	227	227
284	0.4	228	228	228
69	0.1	229	229	229
231	0.3	230	230	230
52	0.1	231	231	231
133	0.2	232	232	232
45	0.1	233	233	233
463	0.6	234	234	234
76754	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

VSTRAT IS IN THE RANGE OF 1 TO 234. A STRATIFIED RANDOM SAMPLING DESIGN WAS USED FOR THE 1996 EOS SURVEY. THE SAMPLING FRAME WAS STRATIFIED BY SERVICE, REGION, PAYGRADE GROUPINGS, AND RACE/ETHNICITY GROUPINGS. OPTIMUM ALLOCATION TECHNIQUES WERE USED TO DISTRIBUTE THE SAMPLE ACROSS THE STRATA. VARIANCE ESTIMATION REQUIRES AT LEAST TWO ANALYSIS RECORDS WITHIN EACH SAMPLING STRATUM. PRECISION OF THE ESTIMATES IMPROVE AS THE AVERAGE NUMBER OF ANALYSIS RECORDS WITHIN THE STRATA INCREASES. SINCE NONRESPONSE CAUSES A DECREASE IN THE NUMBER OF RECORDS, SEVERAL STRATA WERE COLLAPSED. STRATA WERE COMBINED BASED ON THE STRATUM VARIABLES AND THE RESPONSE PATTERN WITHIN THE STRATA. THUS VARIANCE ESTIMATION STRATA (VSTRAT) WERE FORMED BY COLLAPSING THE SAMPLING STRATA TO OBTAIN A MINIMUM SAMPLE SIZE OF 25 RESPONDENTS. THE SURVEY ANALYSIS FILES SECTION GIVES RECOMMENDED USES OF THIS VARIABLE DURING ANALYSIS--FOR FURTHER DETAILS SEE APPENDIX A IN DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT."

WGHT_FLG - Flag for records weighted as respondents

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0769-0770	2	WGHTFLG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33641	43.8	0	0	Nonrespondent
43113	56.2	1	1	Respondent
76754	100.0	TOTALS		

WGHT_FLG IS USED TO IDENTIFY CASES THAT THAT WERE CONSIDERED RESPONDENTS FOR THE PURPOSE OF WEIGHTING TO THE POPULATION. ELIGIBLE RESPONDENTS WHO RETURNED A USABLE SURVEY ARE WEIGHTED. ALSO WEIGHTED ARE SAMPLE MEMBERS WHO EITHER SELF-REPORTED THAT THEY WERE INELIGIBLE OR FOR WHOM THE RECORDS INDICATED THEY WERE INELIGIBLE BECAUSE THE MEMBER LEFT THE SERVICE. THE POPULATION TOTALS USED FOR POST-STRATIFICATION ADJUSTMENTS ALSO CONTAINED INELIGIBLES (SEE ANL_WT DISCUSSION). ESTIMATES FROM ALL WEIGHTED RESPONDENTS WERE POST-STRATIFIED TO REFLECT THE SEPTEMBER 1996 MASTER FILE TOTALS. INELIGIBLE RESPONDENTS ARE INCLUDED ON THE DATA SET BECAUSE THEY ARE REPRESENTATIVE OF THE PORTION OF THIS POPULATION INELIGIBLE BECAUSE OF NOT HAVING APPROXIMATELY SIX MONTHS OF SERVICE. ALTHOUGH ALL 76,754 SAMPLE MEMBER RECORDS ARE PROVIDED IN THE DATASET, WORKING DATASETS CAN BE LIMITED TO THOSE CASES WHERE WGHT_FLG = 1. THE SURVEY ANALYSIS FILES SECTION GIVES RECOMMENDED USES OF THIS VARIABLE DURING ANALYSIS--FOR FURTHER DETAILS SEE APPENDIX A IN DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT."

XSEX - Constructed Analytic: Gender variable

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0771-0772	2	EDSEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
34194	44.6	1	1	Male
6031	7.9	2	2	Female
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE ITEM (SRSEX) WAS MISSING ON THE SURVEY, THE VALUE WAS IMPUTED FROM ADMINISTRATIVE RECORD DATA (SEX).

XSVC - Constructed Analytic: Service variable

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0773-0774	2	EDSVC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
14050	18.3	1	1	Army
8706	11.3	2	2	Navy
5219	6.8	3	3	Marine Corps
9210	12.0	4	4	Air Force
3040	4.0	5	5	Coast Guard
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE ITEM (SRSVC) WAS MISSING ON THE SURVEY, THE VALUE WAS IMPUTED FROM ADMINISTRATIVE RECORD DATA (SVC).

XCPAY3 - Constructed Analytic: 3-category paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0775-0776	2	PAYFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
9755	12.7	1	1	E1-E4
15325	20.0	2	2	E5-E9
15145	19.7	3	3	Officers
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE ITEM (SRGRADE) WAS MISSING ON THE SURVEY, THE VALUE WAS IMPUTED FROM ADMINISTRATIVE RECORD DATA (PG).

RXCRACE - RECODED Constructed Analytic: Race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0777-0778	2	RXCRF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
284	0.4	-9	.	Missing
36404	47.4	-1	.B	No survey returned
10741	14.0	1	1	White
8844	11.5	2	2	Black
10251	13.4	3	3	Hispanic
7525	9.8	4	4	Asian/PI
2705	3.5	5	5	NatAmer/AK nat
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON XCRACE BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. XCRACE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (SRHISPA1, SRRACE1) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (RACE, ETH, RETH).

RCLOC10A - RECODED Constructed Analytic: Where last 12 months most time-5 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0779-0780	2	RCLOCAF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	3.0	-9	.	Missing
36404	47.4	-1	.B	No survey returned
3789	4.9	1	1	North
16046	20.9	2	2	South
10232	13.3	3	3	West
3971	5.2	4	4	Europe
4020	5.2	5	5	Asia and Pacific Islands
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON XCLOC10A BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. XCLOC10A WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (EQ9610, EQ9610CD) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (SEE APPENDIX I). U.S. CENSUS REGIONS WERE USED FOR U.S. LOCATIONS WITH THE NORTHEAST AND NORTH CENTRAL REGIONS COMBINED TO CREATE A LARGE ENOUGH SEGMENT FOR ANALYSIS. MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

RCLOC10B - RECODED Constructed Analytic: Where last 12 months most time-3 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0781-0782	2	RCLOCBF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1837	2.4	-9	.	Missing
36404	47.4	-1	.B	No survey returned
30522	39.8	1	1	US
3971	5.2	2	2	Europe
4020	5.2	3	3	Asia and Pacific Islands
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON XCLOC10B BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. XCLOC10B WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (EQ9610, EQ9610CD) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (SEE APPENDIX I). MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

RSRED_HI - RECODED Highest self-reported education

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0783-0784	2	RHIEDF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
947	1.2	-9	.	Missing
36404	47.4	-1	.B	No survey return
7686	10.0	1	1	HS diplm/or less
16112	21.0	2	2	some col<4yr deg
15605	20.3	3	3	4yr dgr or more
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON SRED_HI BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. RESPONSES WERE ALSO COLLAPSED INTO BROAD CATEGORIES TO PRESERVE CONFIDENTIALITY.

R9603 - RECODED Place of birth

OS DATA	
COLS	LENGTH
0785-0786	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
R9603F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1218	1.6	-9	.	Missing
2	0.0	-8	.A	Mult response
36404	47.4	-1	.B	No survey return
29488	38.4	1	1	U.S. or DC
2209	2.9	2	2	U.S. territory
1620	2.1	3	3	Other/Amer prnts
5813	7.6	4	4	Other
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON EQ9603 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

R9604 - RECODED English as second language

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0787-0788	2	R9604F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
605	0.8	-9	.	Missing
2	0.0	-8	.A	Mult response
36404	47.4	-1	.B	No survey return
30992	40.4	1	1	No
8751	11.4	2	2	Yes
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON EQ9604 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

RXCPAY4 - RECODED Constructed: 4-category paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0789-0790	2	RCPAY4F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
288	0.4	-9	.	Missing
36404	47.4	-1	.B	No survey returned
9755	12.7	1	1	E1-E4
15325	20.0	2	2	E5-E9
9620	12.5	3	3	W01-W05 O1-O3
5362	7.0	4	4	O4-O6
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE ITEM (SRGRADE) WAS MISSING ON THE SURVEY, THE VALUE WAS IMPUTED FROM ADMINISTRATIVE RECORD DATA (PG). SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

RYOS - RECODED Collapsed: Self-reported years active service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0791-0792	2	RYOSF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3418	4.5	-9	.	Missing
36404	47.4	-1	.B	No survey returned
13442	17.5	1	1	6 yrs or less
7227	9.4	2	2	7-11 yrs
12240	15.9	3	3	12-19 yrs
4023	5.2	4	4	20+ yrs
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON YOS BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. YOS WAS CONSTRUCTED FROM EQ9607.

RSRHISPA - RECODED Self-reported Hispanic ethnicity

OS DATA	
COLS	LENGTH
0793-0794	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RSRHISPF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
769	1.0	-9	.	Missing
9	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29351	38.2	1	1	No
10221	13.3	2	2	Yes
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON SRHISPA1 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. RESPONSES WERE ALSO COLLAPSED TO PRESERVE CONFIDENTIALITY.

RSRRACE - RECODED Self-reported race

OS DATA	
COLS	LENGTH
0795-0796	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RSRRACEF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1778	2.3	-9	.	Missing
154	0.2	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14314	18.6	1	1	White
8853	11.5	2	2	Black
2778	3.6	4	4	NatAmer/AK nat
7571	9.9	5	5	Asian/PI
4902	6.4	6	6	Other
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON SRRACE1 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. RESPONSES IN CATEGORIES 3 AND 4 WERE ALSO COLLAPSED TO PRESERVE CONFIDENTIALITY.

R9615 - RECODED Spouse place of birth

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0797-0798	2	R9615F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1636	2.1	-9	.	Missing
1	0.0	-8	.A	Mult response
36404	47.4	-1	.B	No survey return
19651	25.6	1	1	U.S. or DC
1184	1.5	2	2	U.S. territory
478	0.6	3	3	Other/Amer prnts
4883	6.4	4	4	Other
12517	16.3	81	81	NA, no spouse
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON EQ9615 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

R9616 - RECODED Spouse English as second language

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0799-0800	2	R9616F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1096	1.4	-9	.	Missing
36404	47.4	-1	.B	No survey return
20382	26.6	1	1	No
6355	8.3	2	2	Yes
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON EQ9616 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

RSPHISPA - RECODED Spouse Hispanic ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0801-0802	2	RSPHISPF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
994	1.3	-9	.	Missing
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22254	29.0	1	1	No
4583	6.0	2	2	Yes
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON SPHISPA1 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. RESPONSES WERE ALSO COLLAPSED TO PRESERVE CONFIDENTIALITY.

RSPRACE - RECODED Spouse race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0803-0804	2	RSPRACEF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1653	2.2	-9	.	Missing
80	0.1	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14191	18.5	1	1	White
5179	6.7	2	2	Black
384	0.5	4	4	NatAmer/AK nat
3831	5.0	5	5	Asian/PI
2515	3.3	6	6	Other
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON SPRACE1 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. RESPONSES IN CATEGORIES 3 AND 4 WERE ALSO COLLAPSED TO PRESERVE CONFIDENTIALITY.

RSPRETH - RECODED Constructed: Spouse race/ethnicity

OS DATA	
COLS	LENGTH
0805-0806	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RSPRETHF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1655	2.2	-9	.	Missing
36404	47.4	-1	.B	No survey returned
12580	16.4	1	1	White
5075	6.6	2	2	Black
4583	6.0	3	3	Hispanic
3595	4.7	4	4	Asian/PI
345	0.4	5	5	NatAmer/AK nat
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON SPRETH BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. SPRETH WAS CONSTRUCTED FOR ANALYSIS FROM SELF-REPORT DATA (SPHISPA1, SPRACE1).

RFAMRET1 - RECODED Constructed: Same vs mixed race/ethnicity marriage

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0807-0808	2	RFAM1FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1640	2.1	-9	.	Missing
36404	47.4	-1	.B	No survey returned
17233	22.5	0	0	Same race/ethnicity couple
8960	11.7	1	1	Mixed race/ethnicity couple
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE IS BASED ON FAMRET1 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. FAMRET1 WAS CONSTRUCTED FOR ANALYSIS FROM XCRACE AND SPRETH.

RFAMRET2 - RECODED Constructed: Multiple race/ethnicity marriage

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0809-0810	2	RFAM2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1640	2.1	-9	.	Missing
36404	47.4	-1	.B	No survey returned
6420	8.4	1	1	White couple
4560	5.9	2	2	Black couple
3506	4.6	3	3	Hispanic couple
2501	3.3	4	4	Asian/PI couple
246	0.3	5	5	NatAmer couple
751	1.0	6	6	White/Black couple
3166	4.1	7	7	White/Hisp couple
541	0.7	8	8	Black/Hisp couple
2028	2.6	9	9	White/Asian couple
293	0.4	10	10	Black/Asian couple
1212	1.6	11	11	White/NatAmer couple
562	0.7	12	12	Hispanic/API couple
92	0.1	13	13	Black/NatAmer couple
188	0.2	14	14	Hisp/NatAmer couple
127	0.2	15	15	API/NatAmer couple
12517	16.3	81	81	NA, no spouse
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON FAMRET2 BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. FAMRET2 WAS CONSTRUCTED FOR ANALYSIS FROM XCRACE AND SPRETH.

RYLOC - RECODED Collapsed: Time completed current duty station

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0811-0812	2	RYLOCF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2955	3.8	-9	.	Missing
36404	47.4	-1	.B	No survey returned
12984	16.9	1	1	11 mns or less
13107	17.1	2	2	12-24 mns
6482	8.4	3	3	25-36 mns
2541	3.3	4	4	37-48 mns
2281	3.0	5	5	49+ mns
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS BASED ON YLOC BUT HAS SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY. YLOC WAS CONSTRUCTED FROM EQ9619.

R9636A - RECODED Where did situation occur-5 level

OS DATA	
COLS	LENGTH
0813-0814	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
R9636AF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9213	12.0	-9	.	Missing
90	0.1	-8	.A	Mult response
36404	47.4	-1	.B	No survey return
1633	2.1	1	1	North
7593	9.9	2	2	South
4746	6.2	3	3	West
2095	2.7	4	4	Europe
2136	2.8	5	5	Asia and Pacific Islands
6637	8.6	61	61	DA, cnst w/29-31
6207	8.1	62	62	DA, incnst 29-31
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM SELF-REPORT DATA (EQ9636, EQ9636CD). U.S. CENSUS REGIONS WERE USED FOR U.S. LOCATIONS WITH THE NORTHEAST AND NORTH CENTRAL REGIONS COMBINED TO CREATE A LARGE ENOUGH SEGMENT FOR ANALYSIS. MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

R9636B - RECODED Where did situation occur-3 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0815-0816	2	R9636BF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5742	7.5	-9	.	Missing
90	0.1	-8	.A	Mult response
36404	47.4	-1	.B	No survey return
17443	22.7	1	1	US
2095	2.7	2	2	Europe
2136	2.8	3	3	Asia and Pacific Islands
6637	8.6	61	61	DA, cnst w/29-31
6207	8.1	62	62	DA, incnst 29-31
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM SELF-REPORT DATA (EQ9636, EQ9636CD). MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

DODOFF - Offensive Encounters - DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0817-0818	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
193	0.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
13270	17.3	0	0	Not experienced
26887	35.0	1	1	Experienced
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629AA THROUGH EQ9629AJ. IF ANY OF THESE ITEMS WERE MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

DODTHRT - Threat/Harm - DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0819-0820	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
225	0.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
36263	47.2	0	0	Not experienced
3862	5.0	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629AK THROUGH EQ9629AN. IF ANY OF THESE ITEMS WERE MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

COMOFF - Offensive Encounters - Community

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0821-0822	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5480	7.1	-9	.	No response
36404	47.4	-1	.B	No survey returned
12513	16.3	0	0	Not experienced
22357	29.1	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629BA THROUGH EQ9629BJ. IF ANY OF THESE ITEMS WERE MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

COMTHRT - Threat/Harm - Community

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0823-0824	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5580	7.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
31124	40.6	0	0	Not experienced
3646	4.8	1	1	Experienced
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629BK THROUGH EQ9629BN. IF ANY OF THESE ITEMS WERE MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

FAMDOD - Family Encounters/Threats - DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0825-0826	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
320	0.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
38148	49.7	0	0	Not experienced
1882	2.5	1	1	Experienced
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629AO. IF EQ9629AO WAS MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF EQ9629AO WAS INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

FAMCOM - Family Encounters/Threats - Community

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0827-0828	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5685	7.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
31415	40.9	0	0	Not experienced
3250	4.2	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9629BO. IF EQ9629BO WAS MARKED AS HAVING OCCURRED, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED. IF EQ9629BO WAS INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

ASSIGN - Assignment/Career

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0829-0830	2	EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
189	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
35522	46.3	0	0	no exp/exp but not race
4639	6.0	1	1	experienced due to race
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630E, EQ9630J THROUGH EQ9630N, AND EQ9630S. IF ANY OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

EVAL - Evaluation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0831-0832	2	EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
35570	46.3	0	0	no exp/exp but not race
4586	6.0	1	1	experienced due to race
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630A THROUGH EQ9630D. IF ANY OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

SERVICES - Services

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0833-0834	2	EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
198	0.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
33630	43.8	0	0	no exp/exp but not race
6522	8.5	1	1	experienced due to race
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630O THROUGH EQ9630R, EQ9630T, AND EQ9630U. IF ANY OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

TESTSCR - Training/Test Scores

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0835-0836	2	EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
210	0.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
38572	50.3	0	0	no exp/exp but not race
1568	2.0	1	1	experienced due to race
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630F THROUGH EQ9630I. IF ANY OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

PUNISH - Punishment

OS DATA	
COLS	LENGTH
0837-0838	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
275	0.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
38457	50.1	0	0	no exp/exp but not race
1618	2.1	1	1	experienced due to race
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630V AND EQ9630W. IF EITHER OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NEITHER OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF BOTH OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

FEARS - Fear

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0839-0840	2	EXP2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
278	0.4	-9	.	No response
36404	47.4	-1	.B	No survey returned
38815	50.6	0	0	no exp/exp but not race
1257	1.6	1	1	experienced due to race
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM EQ9630X THROUGH EQ9630Z. IF ANY OF THESE ITEMS WERE MARKED AS HAVING HAPPENED WITH RACE/ETHNICITY A FACTOR, THIS VARIABLE WAS CODED "1" OR EXPERIENCED DUE TO RACE/ETHNICITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THESE BEHAVIORS WERE REPORTED AS EXPERIENCED WITH RACE/ETHNICITY A FACTOR. IF ALL OF THE ITEMS WERE INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

OTHDISC - Member/Family Other Experiences

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0841-0842	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
834	1.1	-9	.	No response
36404	47.4	-1	.B	No survey returned
36408	47.4	0	0	Not experienced
3108	4.0	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9631. IF EQ9631 WAS MARKED YES, THIS VARIABLE WAS CODED "1" OR EXPERIENCED. IF EQ9631 WAS MARKED NO, THIS VARIABLE WAS CODED "0", INDICATING THAT NO OTHER BAD, RACE/ETHNIC RELATED EXPERIENCES WERE REPORTED AS EXPERIENCED. IF EQ9631 WAS INVALIDLY SKIPPED (NO RESPONSE), THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

INC_FAM - Member/Family Incident

OS DATA	
COLS	LENGTH
0843-0844	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
143	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
29970	39.0	0	0	Not experienced
10237	13.3	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM FAMDOD, FAMCOM, SERVICES, FEARS, AND OTHDISC. IF ANY OF THE INDICES WERE CODED "1", THIS VARIABLE WAS CODED "1" OR EXPERIENCED BY THE MEMBER AND/OR MEMBER'S FAMILY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THE BEHAVIORS IN THESE INDICES WERE REPORTED AS EXPERIENCED. IF ALL OF THE INDICES WERE CODED NO RESPONSE, THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

INC_MS - Member Incident - DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0845-0846	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
141	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
12815	16.7	0	0	Not experienced
27394	35.7	1	1	Experienced
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM DODOFF, DODTHRT, ASSIGN, EVAL, TESTSCR, AND PUNISH. IF ANY OF THE INDICES WERE CODED "1", THIS VARIABLE WAS CODED "1" OR EXPERIENCED BY THE SERVICE MEMBER FROM MILITARY-CONNECTED SOURCES. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THE BEHAVIORS IN THESE INDICES WERE REPORTED AS EXPERIENCED. IF ALL OF THE INDICES WERE CODED NO RESPONSE, THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

INC_CS - Member Incident - Community

OS DATA	
COLS	LENGTH
0847-0848	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5473	7.1	-9	.	No response
36404	47.4	-1	.B	No survey returned
12445	16.2	0	0	Not experienced
22432	29.2	1	1	Experienced
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM COMOFF AND COMTHRT. IF EITHER OF THESE INDICES WERE CODED "1", THIS VARIABLE WAS CODED "1" OR EXPERIENCED BY THE SERVICE MEMBER IN THE CIVILIAN COMMUNITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THE BEHAVIORS IN EITHER OF THESE INDICES WERE REPORTED AS EXPERIENCED. IF BOTH OF THESE INDICES WERE CODED NO RESPONSE, THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

INC_S - Member Incident

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0849-0850	2	EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
140	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
9678	12.6	0	0	Not experienced
30532	39.8	1	1	Experienced
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM INC_CS AND INC_S. IF EITHER OF THESE INDICES WERE CODED "1", THIS VARIABLE WAS CODED "1" OR EXPERIENCED BY THE SERVICE MEMBER MILITARY-CONNECTED SOURCES AND/OR EXPERIENCED BY THE SERVICE MEMBER IN THE CIVILIAN COMMUNITY. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THE BEHAVIORS IN EITHER OF THESE INDICES WAS REPORTED AS EXPERIENCED. IF BOTH OF THESE INDICES WERE CODED NO RESPONSE, THEN THIS VARIABLE WAS CODED AS NO RESPONSE.

INCIDENT - Any Incident

OS DATA	
COLS	LENGTH
0851-0852	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
133	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
9330	12.2	0	0	Not experienced
30887	40.2	1	1	Experienced
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM INC_S AND INC_FAM AND COVERS ALL OF EQ9629AA THROUGH EQ9631. IF EITHER OF THESE INDICES WERE CODED "1", THIS VARIABLE WAS CODED "1" OR EXPERIENCED BY THE SERVICE MEMBER AND/OR EXPERIENCED BY A FAMILY MEMBER. OTHERWISE IT WAS CODED "0", INDICATING THAT NONE OF THE BEHAVIORS WERE REPORTED AS EXPERIENCED. NO ELIGIBLE RESPONDENTS HAVE MISSING DATA ON THIS ITEM.

R9632 - RECODED DoD responsible to prevent race/ethnicity harassment/discrimination

OS DATA	
COLS	LENGTH
0853-0854	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
R32FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
547	0.7	-9	.	Missing
47	0.1	-8	.A	Multiple response error
14557	19.0	-6	.N	NA & other inconsistent resps
2493	3.2	-2	.M	Implied cont.
36404	47.4	-1	.B	No survey returned
3331	4.3	1	1	No
12579	16.4	2	2	Yes, some of it
6796	8.9	3	3	Yes, all of it
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM EQ9632. RESPONDENTS WHO DID NOT REPORT AN INCIDENT IN EQ9629AA THROUGH EQ9631 ARE TREATED AS MISSING DATA. ALSO TREATED AS MISSING DATA ARE ANY RESPONSES THAT THE ITEM DOES NOT APPLY, REGARDLESS OF WHETHER THE PERSON HAD MARKED A BEHAVIOR AS OCCURRING IN QUESTIONS 29 OR 31, OR OCCURRING WITH RACE/ ETHNICITY AS A FACTOR IN QUESTION 29. PERCENTAGES FROM THIS VARIABLE ARE BASED ONLY ON THOSE WHO EXPERIENCED AN INCIDENT (IN QUESTIONS 29 THROUGH 31) AND WHO ANSWERED QUESTION 32 ON DOD RESPONSIBILITY FOR PREVENTING THE RACIAL/ETHNIC HARASSMENT OR DISCRIMINATION.

INC32 - DoD responsible-Incident-Denominator is total eligible population

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0855-0856	2	INC32F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
133	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
9330	12.2	0	0	No experience
8181	10.7	1	1	Exp, unknown responsibility
3331	4.3	2	2	Exp, DoD not resp
19375	25.2	3	3	Exp, DOD resp some/all
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM THE INCIDENT VARIABLE (THAT SUMMARIZES QUESTIONS 29 THROUGH 31) AND EQ9632. NO ELIGIBLE RESPONDENTS HAVE MISSING DATA ON THIS ITEM. RESPONDENTS WITH A VALUE OF "0" (NO EXPERIENCE) FOR THE INCIDENT VARIABLE HAVE A VALUE OF "0" (NO EXPERIENCE) FOR INC32. RESPONDENTS WITH A VALUE OF "1" FOR THE INCIDENT VARIABLE WERE ASSIGNED CODES OF "2" IF DOD NOT SAID TO BE RESPONSIBLE (A NO RESPONSE (1) FOR R9632), OR "3" IF DOD SAID TO BE RESPONSIBLE FOR SOME/ALL (EITHER OF THE YES RESPONSES (2, 3) FOR R9632), OR "1" FOR UNKNOWN RESPONSIBILITY (ANY OTHER VALUE FOR R9632). PERCENTAGES FROM THIS VARIABLE ARE BASED ON THE ENTIRE ELIGIBLE POPULATION.

INC32A - DoD responsible-Incident-Denominator is the part of the eligible population who reported an Incident

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0857-0858	2	INC32AF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
133	0.2	-9	.	No response
9330	12.2	-6	.N	N/A-No experience
36404	47.4	-1	.B	No survey returned
8181	10.7	1	1	Exp, unknown responsibility
3331	4.3	2	2	Exp, DoD not resp
19375	25.2	3	3	Exp, DOD resp some/all
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM INC32. UNLIKE INC32, IN INC32A RESPONDENTS WHO DID NOT INDICATE THAT THEY EXPERIENCED RACE/ETHNIC RELATED EXPERIENCES IN QUESTIONS 29 THROUGH 31 (AS SUMMARIZED BY INCIDENT) ARE TREATED AS MISSING DATA--RESPONDENTS WITH A VALUE OF "0" (NO EXPERIENCE) FOR THE INCIDENT AND INC32 VARIABLES HAVE A VALUE OF "-9/." (N/A - NO EXPERIENCE) FOR INC32A. PERCENTAGES FROM THIS VARIABLE ARE BASED ON THE ELIGIBLE POPULATION WHO REPORTED EXPERIENCING AN INCIDENT.

FLAG32 - Edit Flag for One Situation Q33-Q57

OS DATA	
COLS	LENGTH
0859-0860	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
FLAG32F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
37777	49.2	0	0	No edit required
665	0.9	1	1	Q33-Q57 edit 61
610	0.8	2	2	Q33-Q57 edit 62
1173	1.5	3	3	Q33-Q57 edit .N
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED TO CORRECT ERRORS IN THE SKIP PATTERN INITIATED AT QUESTION 32. THE BASIC EDIT DESCRIBED IN CODING NOTES 10 AND 11, APPENDIX D, CHECKS ON THE CONSISTENCY OF RESPONSES TO QUESTION 32 WITH QUESTIONS 33-57 ON THE BASIS OF WHETHER ANY BUBBLE IS FILLED IN QUESTIONS 33-57. FLAG32 WAS CONSTRUCTED ON THE BASIS OF COMPARING WHETHER THE PERSON GAVE THE CRITICAL INFORMATION ON THE ONE SITUATION [WHAT (QUESTION 33), WHERE (QUESTION 34), AND WHO (QUESTION 37)], HOW THEY MARKED EQ9632, AND WHETHER THEY REPORTED ANY EXPERIENCE IN INCIDENT (QUESTIONS 29-31). BASED ON FLAG32, DMDC REASSIGNS VALUES FOR VARIABLES CONSTRUCTED FOR QUESTIONS 33-57. SEE APPENDIX I FOR CODING.

RACE - Race on DMDC Records When Sampled

OS DATA	
COLS	LENGTH
0861-0862	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRAC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1253	1.6	0	0	Unknown/not reported
28823	37.6	1	1	White
19264	25.1	2	2	Black
27414	35.7	3	3	Other
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

THE RCCPDS VALUES OF 3 (ASIAN/PACIFIC ISLANDER), 4 (AMERICAN OR ALASKAN INDIAN), AND 5 (OTHER) ARE USED. THESE THREE VALUES ARE COLLAPSED IN THIS VARIABLE TO A VALUE OF 3 (OTHER) TO MATCH THE ADMF CODING.

RETH - This variable indicates the sample member's race/ethnicity code. <survey control system variable>

OS DATA	
COLS	LENGTH
0863-0864	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRACEET	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
99	0.1	0	0	Unknown
17062	22.2	1	1	White
18500	24.1	2	2	Black
16685	21.7	3	3	Hispanic
7934	10.3	4	4	Amer. Indian/Alaskan Native
13383	17.4	5	5	Asian/Pacific Islander
3091	4.0	6	6	Other
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

FOR MEMBERS' SELF-REPORTED RACE AND HISPANIC IDENTITY SEE SRRACE1 AND SRHISPA1.

SEX - This variable indicates the sample member's gender number code. <survey control system variable>

OS DATA	
COLS	LENGTH
0865-0866	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDGENDER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
41	0.1	0	0	Unknown
65182	84.9	1	1	Male
11531	15.0	2	2	Female
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

SVC - This variable indicates the sample member's service number code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0867-0868	2	EDSERV	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26598	34.7	1	1	Army
16708	21.8	2	2	Navy
12494	16.3	3	3	Marine Corps
14830	19.3	4	4	Air Force
6124	8.0	5	5	Coast Guard
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

RBLKDEN - Occupation class: % Black in DoD Occupation Group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0869-0870	2	RDENFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5433	7.1	-9	.	Occupation unknown
17110	22.3	1	1	Class 1 - Enlisted 2.2 to 14.7 percent - Officer 0.0 to 5.8 percent
13283	17.3	2	2	Class 2 - Enlisted 15.4 to 16.9 percent - Officer 5.8 to 6.7 percent
12844	16.7	3	3	Class 3 - Enlisted 17.3 to 22.5 percent - Officer 7.1 to 9.0 percent
8610	11.2	4	4	Class 4 - Enlisted 23.1 to 30.5 percent - Officer 9.1 to 11.5 percent
10272	13.4	5	5	Class 5 - Enlisted 30.6 to 32.9 percent - Officer 11.8 to 12.4 percent
9202	12.0	6	6	Class 6 - Enlisted 33.2 to 38.3 percent - Officer 12.5 to 26.0 percent
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. EXACT PERCENTAGE DENSITY FOR THE DUTY OCCUPATION (GROUP) IS IN VARIABLE BLKDEN.

RHISPDEN - Occupation class: % Hispanic in DoD Occupation Group

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0871-0872	2	RDENFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5433	7.1	-9	.	Occupation unknown
12561	16.4	1	1	Class 1 - Enlisted 2.3 to 5.5 percent - Officer 0.0 to 2.3 percent
12176	15.9	2	2	Class 2 - Enlisted 5.5 to 6.1 percent - Officer 2.4 to 2.6 percent
10870	14.2	3	3	Class 3 - Enlisted 6.2 to 7.0 percent - Officer 2.7 to 3.0 percent
11585	15.1	4	4	Class 4 - Enlisted 7.0 to 7.2 percent - Officer 3.1 to 3.2 percent
13225	17.2	5	5	Class 5 - Enlisted 7.3 to 8.1 percent - Officer 3.2 to 3.3 percent
10904	14.2	6	6	Class 6 - Enlisted 8.2 to 10.0 percent - Officer 3.4 to 7.6 percent
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. EXACT PERCENTAGE DENSITY FOR THE DUTY OCCUPATION (GROUP) IS IN VARIABLE HISPDEN.

RMINDEN - Occupation class: % Minorities in DoD Occupation Group

OS DATA	
COLS	LENGTH
0873-0874	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RDENFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5433	7.1	-9	.	Occupation unknown
13243	17.3	1	1	Class 1 - Enlisted 8.4 to 24.3 percent - Officer 0.0 to 12.1 percent
10420	13.6	2	2	Class 2 - Enlisted 24.5 to 28.6 percent - Officer 12.3 to 13.8 percent
16006	20.9	3	3	Class 3 - Enlisted 29.1 to 34.4 percent - Officer 14.1 to 14.8 percent
11025	14.4	4	4	Class 4 - Enlisted 35.8 to 42.2 percent - Officer 14.9 to 17.7 percent
6850	8.9	5	5	Class 5 - Enlisted 42.7 to 46.4 percent - Officer 17.8 to 20.3 percent
13777	17.9	6	6	Class 6 - Enlisted 47.2 to 54.3 percent - Officer 20.8 to 37.4 percent
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. EXACT PERCENTAGE DENSITY FOR THE DUTY OCCUPATION (GROUP) IS IN VARIABLE MINDEN.

SRED - How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRED	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
465	0.6	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
53	0.1	1	1	Less than 12 years of school (no diploma)
582	0.8	2	2	GED or other high school equivalency certificate
7311	9.5	3	3	High school diploma
10183	13.3	4	4	Less than 2 years of college credits, but no college degree
1789	2.3	5	5	2-year college degree (AA/AS)
4035	5.3	6	6	More than 2 years of college credits, but no 4-year college degree
6579	8.6	7	7	4-year college degree (BA/BS)
2908	3.8	8	8	Some graduate school, but no graduate degree
6267	8.2	9	9	Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

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How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDA - Marked "Less than 12 years of school (no diploma)"

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
40102	52.2	1	1	No mark
70	0.1	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDB - Marked "GED or other high school equivalency certificate"

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
39504	51.5	1	1	No mark
668	0.9	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDC - Marked "High school diploma"

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
32587	42.5	1	1	No mark
7585	9.9	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDD - Marked "Less than 2 years of college credits, but no college degree"

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
29682	38.7	1	1	No mark
10490	13.7	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDE - Marked "2-year college degree (AA/AS)"

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A.	EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
38302	49.9	1	1	No mark
1870	2.4	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDF - Marked "More than 2 years of college credits, but no 4-year college degree"

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
36039	47.0	1	1	No mark
4133	5.4	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDG - Marked "4-year college degree (BA/BS)"

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
33532	43.7	1	1	No mark
6640	8.7	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDH - Marked "Some graduate school, but no graduate degree"

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
37201	48.5	1	1	No mark
2971	3.9	2	2	Marked
76754	100.0	TOTALS		

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SREDI - Marked "Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)"

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREDX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
33885	44.1	1	1	No mark
6287	8.2	2	2	Marked
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ALTHOUGH THIS ITEM ASKS FOR ONE (HIGHEST GRADE OR DEGREE) RESPONSE, RESPONDENTS FREQUENTLY MARK MULTIPLE RESPONSES. SRED IS CODED AS A STANDARD MARK ONE ITEM WHILE SREDA-SREDI ARE CODED AS A MARK-ALL-THAT-APPLY. SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.

SRED_HI - (Edited version of SRED)

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREDY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	0.2	-9	.	No response
36404	47.4	-1	.B	No survey returned
53	0.1	1	1	Less than 12 years of school (no diploma)
583	0.8	2	2	GED or other high school equivalency certificate
7323	9.5	3	3	High school diploma
10459	13.6	4	4	Less than 2 years of college credits, but no college degree
1803	2.3	5	5	2-year college degree (AA/AS)
4117	5.4	6	6	More than 2 years of college credits, but no 4-year college degree
6587	8.6	7	7	4-year college degree (BA/BS)
2960	3.9	8	8	Some graduate school, but no graduate degree
6287	8.2	9	9	Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)
76754	100.0	TOTALS		

SRED_HI EQUALS SRED EXCEPT WHERE SRED HAS A MULTIPLE RESPONSE ERROR, SRED_HI HAS THE CODE OF THE HIGHEST EDUCATION LEVEL THAT WAS MARKED.

EQ9603 - Where were you born?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBORN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
205	0.3	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29714	38.7	1	1	In one of the 50 States or DC
2421	3.2	2	2	In a U.S. Territory or Possession, or Puerto Rico
1926	2.5	3	3	Somewhere else of American parent(s)
6081	7.9	4	4	Somewhere else and neither parent was an American
76754	100.0	TOTALS		

EQ9604 - Is English a second language for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDYN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
31199	40.6	1	1	No
9035	11.8	2	2	Yes
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRGRADE - What is your current pay grade?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDPAY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91	0.1	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
82	0.1	1	1	E-1
898	1.2	2	2	E-2
3201	4.2	3	3	E-3
5584	7.3	4	4	E-4
5544	7.2	5	5	E-5
4390	5.7	6	6	E-6
3844	5.0	7	7	E-7
1115	1.5	8	8	E-8
456	0.6	9	9	E-9
165	0.2	11	11	W-1
638	0.8	12	12	W-2
414	0.5	13	13	W-3
233	0.3	14	14	W-4
36	0.0	15	15	W-5
1224	1.6	21	21	O-1
1757	2.3	22	22	O-2
5226	6.8	23	23	O-3
3044	4.0	24	24	O-4
1805	2.4	25	25	O-5
600	0.8	26	26	O-6 or above
76754	100.0	TOTALS		

EQ9607 - How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYEARS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
136	0.2	-9	.	No response
8	0.0	-8	.A	Multiple response error
2060	2.7	-4	.I	Incomplete grid
36404	47.4	-1	.B	No survey returned
689	0.9	0	0	0 years
2524	3.3	1	1	1 year
2571	3.3	2	2	2 years
2384	3.1	3	3	3 years
2086	2.7	4	4	4 years
1710	2.2	5	5	5 years
1775	2.3	6	6	6 years
1625	2.1	7	7	7 years
1532	2.0	8	8	8 years
1227	1.6	9	9	9 years
1784	2.3	10	10	10 years
1424	1.9	11	11	11 years
1600	2.1	12	12	12 years
1521	2.0	13	13	13 years
1575	2.1	14	14	14 years
1621	2.1	15	15	15 years
1632	2.1	16	16	16 years
1556	2.0	17	17	17 years

(CONTINUED)

EQ9607 - How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1651	2.2	18	18	18 years
1358	1.8	19	19	19 years
1197	1.6	20	20	20 years
732	1.0	21	21	21 years
602	0.8	22	22	22 years
415	0.5	23	23	23 years
367	0.5	24	24	24 years
249	0.3	25	25	25 years
216	0.3	26	26	26 years
151	0.2	27	27	27 years
121	0.2	28	28	28 years
93	0.1	29	29	29 years
67	0.1	30	30	30 years
10	0.0	31	31	31 years
14	0.0	32	32	32 years
17	0.0	33	33	33 years
3	0.0	34	34	34 years
9	0.0	35	35	35 years
6	0.0	36	36	36 years
4	0.0	37	37	37 years
4	0.0	38	38	38 years
6	0.0	40	40	40 years
2	0.0	41	41	41 years
3	0.0	43	43	43 years
8	0.0	44	44	44 years
1	0.0	45	45	45 years

(CONTINUED)

EQ9607 - How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	46	46	46 years
1	0.0	48	48	48 years
2	0.0	49	49	49 years
76754	100.0	TOTALS		

THIS FIELD IS NOT CHECKED FOR UNLIKELY VALUES; ENTRIES UP TO 49 YEARS ARE ACCEPTED. NOTE, THE MASTER FILE VARIABLE 'TAFMS' (WHICH IS CALCULATED IN MONTHS) IS EDITED SUCH THAT VALUES OVER 35 YEARS AND LESS THAN OR EQUAL TO 40 YEARS ARE RECODED TO 35 YEARS WHILE VALUES OVER 40 YEARS ARE RECODED TO MISSING.

SRHISPA1 - Are you of Spanish/Hispanic origin or descent? Mark one.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDHISP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
652	0.8	-9	.	No response
10	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29433	38.3	1	1	No (not Spanish/Hispanic)
3986	5.2	2	2	Yes, Mexican, Mexican-Amer., Chicano
2980	3.9	3	3	Yes, Puerto Rican
359	0.5	4	4	Yes, Cuban
2930	3.8	5	5	Yes, other Spanish/Hispanic
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS ITEM IS IDENTICAL IN WORDING TO THE STANDARD DMDC SRHISPA ITEM. HOWEVER, CODING DIFFERS FROM SRHISPA AND THE LEAD-IN TEXT TO THE ITEM HAS NOT BEEN USED IN OTHER DMDC SURVEYS.

SRRACE1 - What race do you consider yourself to be? Mark one.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1670	2.2	-9	.	No response
156	0.2	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14349	18.7	1	1	White
8868	11.6	2	2	Black, African-Amer.
71	0.1	3	3	Eskimo, Aleut
2719	3.5	4	4	Indian (Amer.)
7596	9.9	5	5	Asian, Pacific Islander
4921	6.4	6	6	Other race
76754	100.0	TOTALS		

THIS RACE ITEM DIFFERS FROM THE DMDC STANDARD ITEM SRRACE IN THAT WRITE-IN BOXES ARE PROVIDED IN THIS VERSION FOR 'INDIAN (AMER.)' AND 'ASIAN, PACIFIC ISLANDER' CATEGORIES. TWO, THE TEXT BEFORE QUESTION 8 HAS NOT BEEN USED IN OTHER DMDC SURVEYS. THREE, 'ESKIMO, ALEUT' IS A CATEGORY SEPARATE FROM 'INDIANS (AMER.),' UNLIKE THE STANDARD DMDC SRRACE ITEM.

SRRACICD - What race do you consider yourself to be? Mark one. - Indian (Amer.) coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

SRRACACD - What race do you consider yourself to be? Mark one. - Asian, Pacific Islander coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

SRRACOCD - What race do you consider yourself to be? Mark one. - Other race coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

EQ9610 - During the last 12 months, where have you served most of your active-duty time?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDCNTRY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1562	2.0	-9	.	No response
105	0.1	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
29648	38.6	1	1	In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession
788	1.0	2	2	South or North America - outside the U.S.
4012	5.2	3	3	Europe
362	0.5	4	4	Middle East
20	0.0	5	5	Australia/New Zealand
3820	5.0	6	6	Asia or other Pacific Islands
30	0.0	7	7	Africa
3	0.0	8	8	Antarctica
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EQ9610CD - During the last 12 months, where have you served most of your active-duty time? - coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDST	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15631	20.4	-9	.	Missing data
36404	47.4	-1	.B	No survey returned
517	0.7	0	0	Unknown
360	0.5	1	1	Alabama
468	0.6	2	2	Alaska
429	0.6	4	4	Arizona
88	0.1	5	5	Arkansas
4183	5.4	6	6	California
475	0.6	8	8	Colorado
117	0.2	9	9	Connecticut
63	0.1	10	10	Delaware
641	0.8	11	11	District of Columbia
1424	1.9	12	12	Florida
952	1.2	13	13	Georgia
1280	1.7	15	15	Hawaii
41	0.1	16	16	Idaho
275	0.4	17	17	Illinois
40	0.1	18	18	Indiana
24	0.0	19	19	Iowa
314	0.4	20	20	Kansas
405	0.5	21	21	Kentucky
345	0.4	22	22	Louisiana
84	0.1	23	23	Maine

(CONTINUED)

EQ9610CD - During the last 12 months, where have you served most of your active-duty time? - coded

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
571	0.7	24	24	Maryland
201	0.3	25	25	Massachusetts
104	0.1	26	26	Michigan
37	0.0	27	27	Minnesota
234	0.3	28	28	Mississippi
197	0.3	29	29	Missouri
50	0.1	30	30	Montana
136	0.2	31	31	Nebraska
125	0.2	32	32	Nevada
17	0.0	33	33	New Hampshire
211	0.3	34	34	New Jersey
297	0.4	35	35	New Mexico
467	0.6	36	36	New York
1746	2.3	37	37	North Carolina
133	0.2	38	38	North Dakota
246	0.3	39	39	Ohio
433	0.6	40	40	Oklahoma
84	0.1	41	41	Oregon
142	0.2	42	42	Pennsylvania
96	0.1	44	44	Rhode Island
400	0.5	45	45	South Carolina
62	0.1	46	46	South Dakota
183	0.2	47	47	Tennessee
2086	2.7	48	48	Texas
72	0.1	49	49	Utah
13	0.0	50	50	Vermont
2304	3.0	51	51	Virginia

(CONTINUED)

EQ9610CD - During the last 12 months, where have you served most of your active-duty time? - coded

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
909	1.2	53	53	Washington
17	0.0	54	54	West Virginia
58	0.1	55	55	Wisconsin
47	0.1	56	56	Wyoming
13	0.0	60	60	American Samoa
206	0.3	66	66	Guam
288	0.4	72	72	Puerto Rico
9	0.0	78	78	Virgin Islands
76754	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CODING REPRESENTS FEDERAL INFORMATION PROCESSING STANDARD (FIPS) CODES FOR THE STATES, DC, PR, THE TERRITORIES AND POSSESSIONS FOR THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX.

SRMARST - What is your current marital status? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDMARST	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
152	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
9863	12.9	1	1	Never married
26885	35.0	2	2	Married
887	1.2	3	3	Separated
2498	3.3	4	4	Divorced
64	0.1	5	5	Widowed
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NO RECODED VARIABLE IS PROVIDED FOR THIS VARIABLE FOR PUBLIC USE -- SRMARST HAS TOO MUCH SPECIFIC DETAIL ON TOO FEW RESPONDENTS TO BE RECODED FOR PUBLIC USE. EQ9614 IS CONSIDERED SUFFICIENT DETAIL FOR ANALYSIS.

EQ9615 - Where was your spouse born?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBORNX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
639	0.8	-9	.	No response
2	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
19856	25.9	1	1	In one of the 50 States or DC
1369	1.8	2	2	In a U.S. Territory or Possession, or Puerto Rico
725	0.9	3	3	Somewhere else of American parent(s)
5202	6.8	4	4	Somewhere else and neither parent was an American
12557	16.4	81	81	Doesn't apply - no spouse in last year
76754	100.0	TOTALS		

EQ9616 - Is English a second language for your spouse?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDYNX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
548	0.7	-9	.	No response
1	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
20593	26.8	1	1	No
6651	8.7	2	2	Yes
12557	16.4	81	81	Doesn't apply - no spouse in last year
76754	100.0	TOTALS		

SPHISPA1 - Is your spouse of Spanish/Hispanic origin or descent? Mark one.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDHISPX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
797	1.0	-9	.	No response
3	0.0	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
22384	29.2	1	1	No (not Spanish/Hispanic)
1619	2.1	2	2	Yes, Mexican, Mexican-Amer., Chicano
1554	2.0	3	3	Yes, Puerto Rican
97	0.1	4	4	Yes, Cuban
1339	1.7	5	5	Yes, other Spanish/Hispanic
12557	16.4	81	81	Doesn't apply - no spouse in last year
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SPRACE1 - What race is your spouse? Mark one.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRACEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1457	1.9	-9	.	No response
81	0.1	-8	.A	Multiple response error
36404	47.4	-1	.B	No survey returned
14231	18.5	1	1	White
5209	6.8	2	2	Black, African-Amer.
25	0.0	3	3	Eskimo, Aleut
396	0.5	4	4	Indian (Amer.)
3859	5.0	5	5	Asian, Pacific Islander
2535	3.3	6	6	Other race
12557	16.4	81	81	Doesn't apply - no spouse in last year
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SPRACICD - What race is your spouse? Mark one. - Indian (Amer.) coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

SPRACACD - What race is your spouse? Mark one. - Asian, Pacific Islander coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

SPRACOCD - What race is your spouse? Mark one. - Other race coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

EQ9619 - How many months have you completed at your duty station during your current tour?

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMNTHS	NUM	4	STDOS2

TOO NUMEROUS TO LIST HERE.

EQ9624CD - What is the race of your immediate supervisor? Mark one. - coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

EQ9636CD - Where did this situation mostly occur? Mark one. - coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDST	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
25618	33.4	-9	.	Missing data
36404	47.4	-1	.B	No survey returned
339	0.4	0	0	Unknown
267	0.3	1	1	Alabama
227	0.3	2	2	Alaska
250	0.3	4	4	Arizona
58	0.1	5	5	Arkansas
2437	3.2	6	6	California
237	0.3	8	8	Colorado
68	0.1	9	9	Connecticut
29	0.0	10	10	Delaware
396	0.5	11	11	District of Columbia
825	1.1	12	12	Florida
647	0.8	13	13	Georgia
742	1.0	15	15	Hawaii
25	0.0	16	16	Idaho
159	0.2	17	17	Illinois
23	0.0	18	18	Indiana
17	0.0	19	19	Iowa
202	0.3	20	20	Kansas
260	0.3	21	21	Kentucky
237	0.3	22	22	Louisiana
34	0.0	23	23	Maine
328	0.4	24	24	Maryland

(CONTINUED)

EQ9636CD - Where did this situation mostly occur? Mark one. - coded

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	25	25	Massachusetts
55	0.1	26	26	Michigan
14	0.0	27	27	Minnesota
151	0.2	28	28	Mississippi
136	0.2	29	29	Missouri
22	0.0	30	30	Montana
75	0.1	31	31	Nebraska
75	0.1	32	32	Nevada
9	0.0	33	33	New Hampshire
115	0.1	34	34	New Jersey
161	0.2	35	35	New Mexico
290	0.4	36	36	New York
1136	1.5	37	37	North Carolina
65	0.1	38	38	North Dakota
118	0.2	39	39	Ohio
257	0.3	40	40	Oklahoma
42	0.1	41	41	Oregon
83	0.1	42	42	Pennsylvania
37	0.0	44	44	Rhode Island
273	0.4	45	45	South Carolina
31	0.0	46	46	South Dakota
153	0.2	47	47	Tennessee
1284	1.7	48	48	Texas
50	0.1	49	49	Utah
5	0.0	50	50	Vermont
1374	1.8	51	51	Virginia
509	0.7	53	53	Washington
10	0.0	54	54	West Virginia

(CONTINUED)

EQ9636CD - Where did this situation mostly occur? Mark one. - coded

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
27	0.0	55	55	Wisconsin
24	0.0	56	56	Wyoming
3	0.0	60	60	American Samoa
116	0.2	66	66	Guam
1	0.0	67	67	Johnston Atoll
133	0.2	72	72	Puerto Rico
4	0.0	78	78	Virgin Islands
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CODING REPRESENTS FEDERAL INFORMATION PROCESSING STANDARD (FIPS) CODES FOR THE STATES, DC, PR, THE TERRITORIES AND POSSESSIONS FOR THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

EQ9639CD - What was the racial/ethnic background(s) of the person(s)?
Mark all that apply. - coded

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCD	NUM	4	STDOS4

CODING REPRESENTS 1990 DECENNIAL CENSUS CODING OF THE TEXT WRITTEN IN THE 'PLEASE SPECIFY' BOX. CODES ARE TOO NUMEROUS TO LIST HERE.

XCRACE - Constructed Analytic: Race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	RXCRF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
281	0.4	-9	.	Missing
36404	47.4	-1	.B	No survey returned
10741	14.0	1	1	White
8844	11.5	2	2	Black
10251	13.4	3	3	Hispanic
7525	9.8	4	4	Asian/PI
2708	3.5	5	5	NatAmer/AK nat
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (SRHISPA1, SRRACE1) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (RACE, ETH, RETH).

XCLOC10A - Constructed Analytic: Where last 12 months most time-5 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	XCLOC10A	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1760	2.3	-9	.	No response
36404	47.4	-1	.B	No survey returned
3910	5.1	1	1	North
16147	21.0	2	2	South
10349	13.5	3	3	West
4062	5.3	4	4	Europe
4122	5.4	5	5	Asia and Pacific Islands
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (EQ9610, EQ9610CD) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (SEE APPENDIX I). U.S. CENSUS REGIONS WERE USED FOR U.S. LOCATIONS WITH THE NORTHEAST AND NORTH CENTRAL REGIONS COMBINED TO CREATE A LARGE ENOUGH SEGMENT FOR ANALYSIS. MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

XCLOC10B - Constructed Analytic: Where last 12 months most time-3 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	XCLOC10B	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1540	2.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
30626	39.9	1	1	US
4062	5.3	2	2	Europe
4122	5.4	3	3	Asia and Pacific Islands
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE SOURCE ITEMS (EQ9610, EQ9610CD) WERE MISSING ON THE SURVEY, VALUES WERE IMPUTED FROM ADMINISTRATIVE RECORD DATA (SEE APPENDIX I). MISSING VALUES INCLUDE LOCATIONS IN THE REST OF THE WORLD.

XCPAY4 - Constructed: 4-category paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	RCPAY4F	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	Missing
36404	47.4	-1	.B	No survey returned
9755	12.7	1	1	E1-E4
15325	20.0	2	2	E5-E9
9686	12.6	3	3	WO1-WO5 O1-O3
5459	7.1	4	4	O4-O6
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS PRIMARILY FROM SELF-REPORT DATA. WHEN THE ITEM (SRGRADE) WAS MISSING ON THE SURVEY, THE VALUE WAS IMPUTED FROM ADMINISTRATIVE RECORD DATA (PG). SOME CASES SET TO MISSING TO PRESERVE CONFIDENTIALITY.

YOS - Collapsed: Self-reported years active service

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YOSFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2308	3.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
13704	17.9	1	1	6 yrs or less
7570	9.9	2	2	7-11 yrs
12491	16.3	3	3	12-19 yrs
4277	5.6	4	4	20+ yrs
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FROM EQ9607.

SPRETH - Constructed: Spouse race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	SPRETHF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1563	2.0	-9	.	No response
36404	47.4	-1	.B	No survey returned
12585	16.4	1	1	White
5096	6.6	2	2	Black
4595	6.0	3	3	Hispanic
3612	4.7	4	4	Asian/PI
382	0.5	5	5	NatAmer/AK nat
12517	16.3	81	81	NA, no spouse
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM SELF-REPORT DATA (SPHISPA1, SPRACE1).

FAMRET1 - Constructed: Same vs mixed race/ethnicity marriage

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
RFAM1FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1640	2.1	-9	.	Missing
36404	47.4	-1	.B	No survey returned
17233	22.5	0	0	Same race/ethnicity couple
8960	11.7	1	1	Mixed race/ethnicity couple
12517	16.3	81	81	NA, no spouse
76754	100.0	TOTALS		

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM XCRACE AND SPRETH.

FAMRET2 - Constructed: Multiple race/ethnicity marriage

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	RFAM2FMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1640	2.1	-9	.	Missing
36404	47.4	-1	.B	No survey returned
6420	8.4	1	1	White couple
4560	5.9	2	2	Black couple
3506	4.6	3	3	Hispanic couple
2501	3.3	4	4	Asian/PI couple
246	0.3	5	5	NatAmer couple
751	1.0	6	6	White/Black couple
3166	4.1	7	7	White/Hisp couple
541	0.7	8	8	Black/Hisp couple
2028	2.6	9	9	White/Asian couple
293	0.4	10	10	Black/Asian couple
1212	1.6	11	11	White/NatAmer couple
562	0.7	12	12	Hispanic/API couple
92	0.1	13	13	Black/NatAmer couple
188	0.2	14	14	Hisp/NatAmer couple
127	0.2	15	15	API/NatAmer couple
12517	16.3	81	81	NA, no spouse
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE WAS CONSTRUCTED FOR ANALYSIS FROM XCRACE AND SPRETH.

YLOC - Collapsed: Time completed current duty station

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YLOCFMT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1216	1.6	-9	.	No response
36404	47.4	-1	.B	No survey returned
13355	17.4	1	1	11 mns or less
13484	17.6	2	2	12-24 mns
6867	8.9	3	3	25-36 mns
2874	3.7	4	4	37-48 mns
2554	3.3	5	5	49+ mns
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE CONSTRUCTED FROM EQ9619.

INRECNO - This variable indicates the master Survey Control System Identification Number. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
F6	NUM	5	STDOS6

TOO NUMEROUS TO LIST HERE.

LITHO - This variable is the number printed on the survey as a unique identifier. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
Z6	NUM	5	STDOS6

TOO NUMEROUS TO LIST HERE.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDBATCH	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	-1	.B	No survey returned
402	0.5	101	101	Batch 101
1345	1.8	102	102	Batch 102
1295	1.7	103	103	Batch 103
1319	1.7	104	104	Batch 104
1408	1.8	105	105	Batch 105
988	1.3	106	106	Batch 106
1189	1.5	107	107	Batch 107
1578	2.1	108	108	Batch 108
1494	1.9	109	109	Batch 109
1143	1.5	110	110	Batch 110
511	0.7	111	111	Batch 111
1496	1.9	112	112	Batch 112
1177	1.5	113	113	Batch 113
919	1.2	114	114	Batch 114
728	0.9	115	115	Batch 115
693	0.9	116	116	Batch 116
632	0.8	117	117	Batch 117
663	0.9	118	118	Batch 118
634	0.8	119	119	Batch 119
572	0.7	120	120	Batch 120
565	0.7	121	121	Batch 121
726	0.9	122	122	Batch 122

(CONTINUED)

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1367	1.8	123	123	Batch 123
486	0.6	124	124	Batch 124
594	0.8	125	125	Batch 125
713	0.9	126	126	Batch 126
637	0.8	127	127	Batch 127
355	0.5	128	128	Batch 128
581	0.8	129	129	Batch 129
338	0.4	130	130	Batch 130
1401	1.8	131	131	Batch 131
1360	1.8	132	132	Batch 132
576	0.8	133	133	Batch 133
1837	2.4	134	134	Batch 134
545	0.7	135	135	Batch 135
283	0.4	136	136	Batch 136
1202	1.6	137	137	Batch 137
886	1.2	138	138	Batch 138
1434	1.9	139	139	Batch 139
1196	1.6	140	140	Batch 140
886	1.2	141	141	Batch 141
502	0.7	142	142	Batch 142
361	0.5	143	143	Batch 143
224	0.3	144	144	Batch 144
146	0.2	145	145	Batch 145
21	0.0	146	146	Batch 146
111	0.1	147	147	Batch 147
66	0.1	148	148	Batch 148
41	0.1	501	501	Batch 501

(CONTINUED)

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
107	0.1	502	502	Batch 502
4	0.0	503	503	Batch 503
50	0.1	504	504	Batch 504
22	0.0	505	505	Batch 505
12	0.0	506	506	Batch 506
8	0.0	507	507	Batch 507
4	0.0	508	508	Batch 508
35	0.0	509	509	Batch 509
6	0.0	510	510	Batch 510
9	0.0	511	511	Batch 511
6	0.0	512	512	Batch 512
56	0.1	513	513	Batch 513
27	0.0	514	514	Batch 514
18	0.0	516	516	Batch 516
24	0.0	517	517	Batch 517
24	0.0	518	518	Batch 518
25	0.0	519	519	Batch 519
25	0.0	520	520	Batch 520
28	0.0	521	521	Batch 521
19	0.0	522	522	Batch 522
13	0.0	523	523	Batch 523
7	0.0	524	524	Batch 524
1	0.0	525	525	Batch 525
7	0.0	526	526	Batch 526
11	0.0	801	801	Batch 801
3	0.0	802	802	Batch 802
2	0.0	803	803	Batch 803

(CONTINUED)

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	804	804	Batch 804
12	0.0	805	805	Batch 805
1	0.0	806	806	Batch 806
3	0.0	807	807	Batch 807
7	0.0	808	808	Batch 808
4	0.0	810	810	Batch 810
4	0.0	811	811	Batch 811
1	0.0	812	812	Batch 812
1	0.0	813	813	Batch 813
2	0.0	814	814	Batch 814
1	0.0	815	815	Batch 815
2	0.0	816	816	Batch 816
4	0.0	817	817	Batch 817
4	0.0	818	818	Batch 818
3	0.0	819	819	Batch 819
1	0.0	820	820	Batch 820
1	0.0	821	821	Batch 821
2	0.0	823	823	Batch 823
5	0.0	824	824	Batch 824
2	0.0	826	826	Batch 826
1	0.0	828	828	Batch 828
1	0.0	829	829	Batch 829
12	0.0	830	830	Batch 830
1	0.0	831	831	Batch 831
5	0.0	832	832	Batch 832
16	0.0	833	833	Batch 833
2	0.0	834	834	Batch 834

(CONTINUED)

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	835	835	Batch 835
2	0.0	836	836	Batch 836
2	0.0	837	837	Batch 837
1	0.0	839	839	Batch 839
3	0.0	840	840	Batch 840
5	0.0	842	842	Batch 842
2	0.0	843	843	Batch 843
4	0.0	844	844	Batch 844
1	0.0	845	845	Batch 845
1	0.0	846	846	Batch 846
1	0.0	848	848	Batch 848
13	0.0	850	850	Batch 850
1	0.0	851	851	Batch 851
15	0.0	852	852	Batch 852
5	0.0	853	853	Batch 853
1	0.0	854	854	Batch 854
19	0.0	855	855	Batch 855
3	0.0	857	857	Batch 857
4	0.0	901	901	Batch 901
56	0.1	902	902	Batch 902
6	0.0	903	903	Batch 903
2	0.0	904	904	Batch 904
22	0.0	905	905	Batch 905
12	0.0	906	906	Batch 906
14	0.0	907	907	Batch 907
4	0.0	908	908	Batch 908
9	0.0	909	909	Batch 909

(CONTINUED)

BATCH - This number is assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13	0.0	910	910	Batch 910
1	0.0	911	911	Batch 911
3	0.0	912	912	Batch 912
21	0.0	913	913	Batch 913
8	0.0	914	914	Batch 914
4	0.0	915	915	Batch 915
12	0.0	916	916	Batch 916
3	0.0	917	917	Batch 917
5	0.0	918	918	Batch 918
76754	99.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

SERIAL - This sequence number within the batch is assigned by DRC to identify an individual survey. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	Z4	NUM	5	STDOS4

TOO NUMEROUS TO LIST HERE.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

BLKREAS - This variable codes the reason given by the sample member for returning a blank survey. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDBLKRS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	-1	.B	No survey returned
40350	52.6	0	0	Non-blank survey
1	0.0	1	1	Incarcerated
3	0.0	2	2	Received 2 surveys
1	0.0	4	4	Ill/Incapacitated
15	0.0	5	5	Not in military
5	0.0	6	6	Deceased
29	0.0	7	7	Refusal
24	0.0	8	8	Other
92	0.1	9	9	No reason
40	0.1	10	10	Retired
2	0.0	11	11	Member deployed
76754	100.0	TOTALS		

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

DISPO - This variable indicates the disposition of a sample member's survey status at the end of survey administration. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDDISPO	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39980	52.1	1	1	Eligible return
3258	4.2	2	2	Ineligible
523	0.7	3	3	Not locatable
74	0.1	4	4	Refused
27	0.0	5	5	Other mailing ineligible/Member deployed
571	0.7	6	6	Would remail again
32321	42.1	7	7	No return
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

DUPRET - This variable indicates whether there is more than one filled-out return from the same sample member. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	DUPRET	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
170	0.2	-9	.	Blank returns only
36192	47.2	-1	.B	No survey returned
40056	52.2	0	0	Single return
336	0.4	1	1	Multiple returns
76754	100.0	TOTALS		

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED OTHER VALUES FOR TRACKING PURPOSES.

DUPRET2 - This variable indicates whether there is more than one return (including blank returns) from the same sample member. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DUP2RET	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	-1	.B	No survey returned
40157	52.3	0	0	Single return
405	0.5	1	1	Multiple returns
76754	100.0	TOTALS		

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

MAILING - This variable gives the wave number and date of the mailing which resulted in the returned survey. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDMAIL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	-1	.B	No survey returned
25674	33.4	3	3	M3 wave 1 9/20
440	0.6	4	4	M4 wave 1 9/23
945	1.2	6	6	M6 wave 1 9/26
107	0.1	8	8	M8 wave 1 9/30
114	0.1	10	10	M10 wave 1 10/3
504	0.7	12	12	M12 wave 1 10/10
322	0.4	15	15	M15 wave 1 10/18
175	0.2	17	17	M17 wave 1 10/24
279	0.4	19	19	M19 wave 1 10/30
5	0.0	21	21	M21 wave 1 11/2
80	0.1	23	23	M23 wave 1 11/4
178	0.2	24	24	M24 wave 1 11/8
8107	10.6	26	26	M26 wave 2 11/13
111	0.1	27	27	M27 wave 2 11/15
99	0.1	29	29	M29 wave 2 11/21
43	0.1	31	31	M31 wave 2 11/26
70	0.1	33	33	M33 wave 2 12/3
238	0.3	34	34	M34 wave 3 12/11
2862	3.7	35	35	M35 wave 3 12/12
94	0.1	36	36	M36 wave 3 12/18
9	0.0	37	37	M37 wave 3 1/02

(CONTINUED)

MAILING - This variable gives the wave number and date of the mailing which resulted in the returned survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30	0.0	38	38	M38 wave 3 1/08
33	0.0	39	39	M39 wave 3 1/13
22	0.0	40	40	M40 wave 3 1/16
19	0.0	42	42	M42 wave 3 1/24
2	0.0	43	43	M43 wave 3 1/29
76754	99.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

MAILTYP - This variable indicates the wave of mailing that resulted in a returned survey from a sample member. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSCMTYP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	-1	.B	No survey returned
28823	37.6	2	2	Wave 1
8430	11.0	4	4	Wave 2
3309	4.3	5	5	Wave 3
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

FOR MOST VARIABLES A MISSING VALUE OF .B/-1 INDICATES EITHER THAT NO SURVEY WAS RETURNED OR THAT A BLANK SURVEY WAS RETURNED. FOR THIS VARIABLE, 212 BLANK SURVEYS WERE ASSIGNED VALID VALUES FOR TRACKING PURPOSES.

REFUSE - This variable indicates whether or not a sample member actively refused to complete a survey. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDREFUSE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76667	99.9	0	0	Did not refuse
87	0.1	1	1	Simply refused
76754	100.0	TOTALS		

SCANDATE - This variable is the date that the returned survey was scanned. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36192	47.2	18010101	.B	No survey returned
402	0.5	19961008	13430	10/08/1996
2640	3.4	19961009	13431	10/09/1996
3715	4.8	19961010	13432	10/10/1996
34	0.0	19961011	13433	10/11/1996
1189	1.5	19961014	13436	10/14/1996
4726	6.2	19961018	13440	10/18/1996
2673	3.5	19961024	13446	10/24/1996
919	1.2	19961029	13451	10/29/1996
17	0.0	19961030	13452	10/30/1996
2164	2.8	19961105	13458	11/05/1996
2434	3.2	19961106	13459	11/06/1996
742	1.0	19961107	13460	11/07/1996
50	0.1	19961111	13464	11/11/1996
486	0.6	19961116	13469	11/16/1996
238	0.3	19961118	13471	11/18/1996
1860	2.4	19961119	13472	11/19/1996
713	0.9	19961120	13473	11/20/1996
637	0.8	19961121	13474	11/21/1996
355	0.5	19961122	13475	11/22/1996
89	0.1	19961126	13479	11/26/1996
398	0.5	19961202	13485	12/02/1996
532	0.7	19961203	13486	12/03/1996

(CONTINUED)

SCANDATE - This variable is the date that the returned survey was scanned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3337	4.3	19961206	13489	12/06/1996
46	0.1	19961209	13492	12/09/1996
1851	2.4	19961210	13493	12/10/1996
831	1.1	19961214	13497	12/14/1996
163	0.2	19961219	13502	12/19/1996
1202	1.6	19961223	13506	12/23/1996
886	1.2	19961228	13511	12/28/1996
693	0.9	19970104	13518	01/04/1997
741	1.0	19970106	13520	01/06/1997
1276	1.7	19970110	13524	01/10/1997
886	1.2	19970118	13532	01/18/1997
25	0.0	19970122	13536	01/22/1997
69	0.1	19970123	13537	01/23/1997
502	0.7	19970124	13538	01/24/1997
3	0.0	19970129	13543	01/29/1997
361	0.5	19970131	13545	01/31/1997
32	0.0	19970206	13551	02/06/1997
224	0.3	19970210	13555	02/10/1997
146	0.2	19970214	13559	02/14/1997
21	0.0	19970217	13562	02/17/1997
13	0.0	19970218	13563	02/18/1997
111	0.1	19970221	13566	02/21/1997
123	0.2	19970228	13573	02/28/1997
7	0.0	19970304	13577	03/04/1997
76754	100.0	TOTALS		

SRVRESP - This variable indicates whether the sample member returned a non-blank survey. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDRSPFLG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36404	47.4	0	0	Nonrespondent
40350	52.6	1	1	Respondent
76754	100.0	TOTALS		

SCSINEL - This variable indicates the reason given by the sample member for being ineligible. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSCINEL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76487	99.7	0	0	Not flagged ineligible
2	0.0	1	1	Ill/Incapacitated
4	0.0	2	2	Incarcerated
219	0.3	3	3	Not in military
8	0.0	4	4	Other mailing ineligible
13	0.0	5	5	Deceased
21	0.0	6	6	Member deployed
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SCSELIG - This variable indicates the eligibility status of the sample member. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDELGFLG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3258	4.2	0	0	Ineligible
73496	95.8	1	1	Eligible
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

THIS VARIABLE WAS CONSTRUCTED FROM EFWAVE2 AND SELF-REPORTED INELIGIBLITY DATA RECORDED IN THE SURVEY CONTROL SYSTEM.

EER - This variable indicates the sample member's end eligibility code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	$EDEEG	CHAR	1	$CHAR1

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
444	0.6			Blank
6	0.0	D	D	Deceased
799	1.0	K	K	Career Member-Enlisted only
55777	72.7	R	R	Estimated Termination of Service
19687	25.6	U	U	End date not predictable
41	0.1	V	V	1172 not matched with Master File
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC DEERS VARIABLES.

EF071096 - This variable indicates the sample member's eligibility code as of July 10, 1996. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDELG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
455	0.6	0	0	Ineligible (eligibility code 2 or 9 or a DEERS nonmatch)
76299	99.4	1	1	Eligible
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC DEERS VARIABLES.

EF101796 - This variable indicates the sample member's eligibility code as of October 17, 1996. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDELG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2972	3.9	0	0	Ineligible (eligibility code 2 or 9 or a DEERS nonmatch)
73782	96.1	1	1	Eligible
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC DEERS VARIABLES.

THIS VARIABLE WAS APPENDED TO THE SURVEY CONTROL SYSTEM WHEN ADDRESS UPDATES AND ELIGIBILITY UPDATES WERE EXTRACTED PRIOR TO THE SECOND WAVE MAILOUT.

EFWAVE2 - This variable indicates the sample member's eligibility status immediately prior to wave 2. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDELG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3075	4.0	0	0	Ineligible (eligibility code 2 or 9 or a DEERS nonmatch)
73679	96.0	1	1	Eligible
76754	100.0	TOTALS		

ELIG_NUM - This variable indicates the sample member's eligibility code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDELGCDE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
444	0.6	-9	.	Missing data
76261	99.4	0	0	Eligible
6	0.0	2	2	Survivor placeholder
38	0.0	5	5	Tentatively eligible
5	0.0	9	9	Tentatively ineligible
76754	100.0	TOTALS		

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
Z4	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
511	0.7	1	1	1
751	1.0	2	2	2
547	0.7	3	3	3
433	0.6	4	4	4
324	0.4	5	5	5
251	0.3	6	6	6
683	0.9	7	7	7
899	1.2	8	8	8
439	0.6	9	9	9
406	0.5	10	10	10
342	0.4	11	11	11
443	0.6	12	12	12
352	0.5	13	13	13
1225	1.6	14	14	14
308	0.4	15	15	15
336	0.4	16	16	16
252	0.3	17	17	17
544	0.7	18	18	18
347	0.5	19	19	19
502	0.7	20	20	20
222	0.3	21	21	21
152	0.2	22	22	22
121	0.2	23	23	23

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
192	0.3	24	24	24
893	1.2	25	25	25
1924	2.5	26	26	26
1323	1.7	27	27	27
305	0.4	28	28	28
1270	1.7	29	29	29
119	0.2	30	30	30
284	0.4	31	31	31
287	0.4	32	32	32
296	0.4	33	33	33
126	0.2	34	34	34
225	0.3	35	35	35
52	0.1	36	36	36
496	0.6	37	37	37
565	0.7	38	38	38
374	0.5	39	39	39
205	0.3	40	40	40
372	0.5	41	41	41
176	0.2	42	42	42
341	0.4	43	43	43
759	1.0	44	44	44
332	0.4	45	45	45
180	0.2	46	46	46
320	0.4	47	47	47
217	0.3	48	48	48
130	0.2	49	49	49
249	0.3	50	50	50

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
161	0.2	51	51	51
60	0.1	52	52	52
129	0.2	53	53	53
72	0.1	54	54	54
279	0.4	55	55	55
467	0.6	56	56	56
394	0.5	57	57	57
85	0.1	58	58	58
361	0.5	59	59	59
32	0.0	60	60	60
605	0.8	61	61	61
733	1.0	62	62	62
1099	1.4	63	63	63
473	0.6	64	64	64
627	0.8	65	65	65
20	0.0	66	66	66
398	0.5	67	67	67
446	0.6	68	68	68
423	0.6	69	69	69
191	0.2	70	70	70
305	0.4	71	71	71
8	0.0	72	72	72
462	0.6	73	73	73
678	0.9	74	74	74
404	0.5	75	75	75
234	0.3	76	76	76
448	0.6	77	77	77

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50	0.1	78	78	78
357	0.5	79	79	79
98	0.1	80	80	80
74	0.1	81	81	81
76	0.1	82	82	82
259	0.3	83	83	83
21	0.0	84	84	84
677	0.9	85	85	85
580	0.8	86	86	86
943	1.2	87	87	87
187	0.2	88	88	88
1094	1.4	89	89	89
15	0.0	90	90	90
189	0.2	91	91	91
150	0.2	92	92	92
330	0.4	93	93	93
90	0.1	94	94	94
149	0.2	95	95	95
3	0.0	96	96	96
147	0.2	97	97	97
102	0.1	98	98	98
206	0.3	99	99	99
66	0.1	100	100	100
135	0.2	101	101	101
3	0.0	102	102	102
215	0.3	103	103	103
191	0.2	104	104	104

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
248	0.3	105	105	105
84	0.1	106	106	106
352	0.5	107	107	107
13	0.0	108	108	108
70	0.1	109	109	109
26	0.0	110	110	110
34	0.0	111	111	111
12	0.0	112	112	112
146	0.2	113	113	113
6	0.0	114	114	114
155	0.2	115	115	115
112	0.1	116	116	116
188	0.2	117	117	117
46	0.1	118	118	118
258	0.3	119	119	119
4	0.0	120	120	120
1059	1.4	121	121	121
794	1.0	122	122	122
1481	1.9	123	123	123
804	1.0	124	124	124
818	1.1	125	125	125
105	0.1	126	126	126
521	0.7	127	127	127
318	0.4	128	128	128
565	0.7	129	129	129
248	0.3	130	130	130
354	0.5	131	131	131

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50	0.1	132	132	132
483	0.6	133	133	133
593	0.8	134	134	134
431	0.6	135	135	135
231	0.3	136	136	136
356	0.5	137	137	137
68	0.1	138	138	138
197	0.3	139	139	139
218	0.3	140	140	140
167	0.2	141	141	141
66	0.1	142	142	142
123	0.2	143	143	143
22	0.0	144	144	144
611	0.8	145	145	145
618	0.8	146	146	146
616	0.8	147	147	147
107	0.1	148	148	148
267	0.3	149	149	149
66	0.1	150	150	150
451	0.6	151	151	151
288	0.4	152	152	152
366	0.5	153	153	153
197	0.3	154	154	154
284	0.4	155	155	155
88	0.1	156	156	156
556	0.7	157	157	157
277	0.4	158	158	158

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
235	0.3	159	159	159
157	0.2	160	160	160
190	0.2	161	161	161
57	0.1	162	162	162
446	0.6	163	163	163
492	0.6	164	164	164
246	0.3	165	165	165
287	0.4	166	166	166
197	0.3	167	167	167
81	0.1	168	168	168
370	0.5	169	169	169
193	0.3	170	170	170
121	0.2	171	171	171
244	0.3	172	172	172
89	0.1	173	173	173
26	0.0	174	174	174
995	1.3	175	175	175
1025	1.3	176	176	176
1018	1.3	177	177	177
275	0.4	178	178	178
1096	1.4	179	179	179
132	0.2	180	180	180
127	0.2	181	181	181
69	0.1	182	182	182
104	0.1	183	183	183
53	0.1	184	184	184
75	0.1	185	185	185

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9	0.0	186	186	186
304	0.4	187	187	187
169	0.2	188	188	188
153	0.2	189	189	189
64	0.1	190	190	190
142	0.2	191	191	191
20	0.0	192	192	192
305	0.4	193	193	193
296	0.4	194	194	194
190	0.2	195	195	195
129	0.2	196	196	196
226	0.3	197	197	197
34	0.0	198	198	198
122	0.2	199	199	199
91	0.1	200	200	200
71	0.1	201	201	201
71	0.1	202	202	202
85	0.1	203	203	203
9	0.0	204	204	204
166	0.2	205	205	205
157	0.2	206	206	206
184	0.2	207	207	207
26	0.0	208	208	208
184	0.2	209	209	209
20	0.0	210	210	210
338	0.4	211	211	211
313	0.4	212	212	212

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
467	0.6	213	213	213
217	0.3	214	214	214
215	0.3	215	215	215
366	0.5	216	216	216
336	0.4	217	217	217
360	0.5	218	218	218
264	0.3	219	219	219
151	0.2	220	220	220
233	0.3	221	221	221
215	0.3	222	222	222
206	0.3	223	223	223
31	0.0	224	224	224
188	0.2	225	225	225
591	0.8	226	226	226
559	0.7	227	227	227
625	0.8	228	228	228
226	0.3	229	229	229
221	0.3	230	230	230
354	0.5	231	231	231
294	0.4	232	232	232
230	0.3	233	233	233
206	0.3	234	234	234
224	0.3	235	235	235
30	0.0	236	236	236
340	0.4	237	237	237
127	0.2	238	238	238
136	0.2	239	239	239

(CONTINUED)

STRATUM - This variable indicates a sequential numbering of the sampling stratum. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
183	0.2	240	240	240
126	0.2	241	241	241
18	0.0	242	242	242
228	0.3	243	243	243
206	0.3	244	244	244
284	0.4	245	245	245
69	0.1	246	246	246
231	0.3	247	247	247
5	0.0	248	248	248
52	0.1	249	249	249
46	0.1	250	250	250
57	0.1	251	251	251
30	0.0	252	252	252
40	0.1	253	253	253
5	0.0	254	254	254
463	0.6	255	255	255
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	Z6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12	0.0	12	12	12
3	0.0	14	14	14
3	0.0	18	18	18
5	0.0	21	21	21
26	0.0	26	26	26
30	0.0	30	30	30
31	0.0	39	39	39
5	0.0	41	41	41
46	0.1	46	46	46
4	0.0	48	48	48
53	0.1	53	53	53
6	0.0	54	54	54
60	0.1	60	60	60
64	0.1	64	64	64
132	0.2	66	66	66
69	0.1	69	69	69
71	0.1	71	71	71
66	0.1	72	72	72
8	0.0	74	74	74
9	0.0	78	78	78
9	0.0	80	80	80
84	0.1	84	84	84

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85	0.1	85	85	85
90	0.1	90	90	90
40	0.1	99	99	99
107	0.1	107	107	107
22	0.0	125	125	125
126	0.2	126	126	126
13	0.0	127	127	127
129	0.2	129	129	129
18	0.0	135	135	135
76	0.1	141	141	141
151	0.2	151	151	151
20	0.0	158	158	158
34	0.0	161	161	161
15	0.0	169	169	169
20	0.0	172	172	172
20	0.0	177	177	177
180	0.2	180	180	180
184	0.2	184	184	184
370	0.5	187	187	187
188	0.2	188	188	188
75	0.1	192	192	192
205	0.3	205	205	205
206	0.3	206	206	206
85	0.1	214	214	214
737	1.0	215	215	215
373	0.5	221	221	221

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30	0.0	222	222	222
206	0.3	225	225	225
226	0.3	226	226	226
462	0.6	231	231	231
157	0.2	239	239	239
21	0.0	241	241	241
249	0.3	243	243	243
248	0.3	248	248	248
26	0.0	256	256	256
267	0.3	267	267	267
275	0.4	275	275	275
129	0.2	283	283	283
264	0.3	285	285	285
339	0.4	305	305	305
197	0.3	314	314	314
71	0.1	325	325	325
52	0.1	339	339	339
258	0.3	341	341	341
188	0.2	350	350	350
370	0.5	352	352	352
57	0.1	355	355	355
142	0.2	364	364	364
284	0.4	369	369	369
68	0.1	373	373	373
191	0.2	380	380	380
50	0.1	387	387	387

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
313	0.4	403	403	403
697	0.9	427	427	427
104	0.1	453	453	453
360	0.5	465	465	465
225	0.3	466	466	466
287	0.4	488	488	488
57	0.1	490	490	490
26	0.0	505	505	505
72	0.1	521	521	521
234	0.3	522	522	522
149	0.2	527	527	527
157	0.2	541	541	541
50	0.1	559	559	559
336	0.4	575	575	575
394	0.5	577	577	577
146	0.2	581	581	581
354	0.5	590	590	590
518	0.7	591	591	591
467	0.6	600	600	600
135	0.2	614	614	614
224	0.3	618	618	618
89	0.1	621	621	621
153	0.2	638	638	638
356	0.5	639	639	639
479	0.6	668	668	668
226	0.3	676	676	676

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
616	0.8	689	689	689
320	0.4	697	697	697
625	0.8	711	711	711
206	0.3	732	732	732
372	0.5	738	738	738
161	0.2	759	759	759
81	0.1	801	801	801
804	1.0	804	804	804
88	0.1	809	809	809
105	0.1	874	874	874
121	0.2	883	883	883
473	0.6	916	916	916
206	0.3	926	926	926
136	0.2	962	962	962
190	0.2	963	963	963
176	0.2	985	985	985
74	0.1	995	995	995
119	0.2	1002	1002	1002
167	0.2	1073	1073	1073
618	0.8	1076	1076	1076
296	0.4	1139	1139	1139
1096	1.4	1163	1163	1163
190	0.2	1173	1173	1173
69	0.1	1231	1231	1231
132	0.2	1238	1238	1238
559	0.7	1277	1277	1277

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
330	0.4	1290	1290	1290
1018	1.3	1312	1312	1312
1094	1.4	1363	1363	1363
248	0.3	1368	1368	1368
121	0.2	1378	1378	1378
818	1.1	1405	1405	1405
217	0.3	1465	1465	1465
943	1.2	1558	1558	1558
1270	1.7	1568	1568	1568
284	0.4	1637	1637	1637
374	0.5	1640	1640	1640
321	0.4	1658	1658	1658
197	0.3	1671	1671	1671
192	0.3	1688	1688	1688
332	0.4	1705	1705	1705
467	0.6	1716	1716	1716
102	0.1	1761	1761	1761
251	0.3	1813	1813	1813
252	0.3	1982	1982	1982
352	0.5	2006	2006	2006
1323	1.7	2055	2055	2055
127	0.2	2061	2061	2061
324	0.4	2077	2077	2077
342	0.4	2112	2112	2112
235	0.3	2372	2372	2372
150	0.2	2448	2448	2448

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
52	0.1	2518	2518	2518
259	0.3	2536	2536	2536
580	0.8	2646	2646	2646
169	0.2	2785	2785	2785
305	0.4	2793	2793	2793
222	0.3	2819	2819	2819
443	0.6	3041	3041	3041
70	0.1	3120	3120	3120
431	0.6	3133	3133	3133
565	0.7	3259	3259	3259
98	0.1	3317	3317	3317
218	0.3	3363	3363	3363
246	0.3	3666	3666	3666
366	0.5	3679	3679	3679
1025	1.3	3734	3734	3734
191	0.2	3798	3798	3798
318	0.4	3930	3930	3930
627	0.8	3987	3987	3987
287	0.4	4096	4096	4096
249	0.3	4211	4211	4211
544	0.7	4374	4374	4374
294	0.4	4686	4686	4686
130	0.2	4816	4816	4816
439	0.6	4828	4828	4828
338	0.4	4903	4903	4903
122	0.2	5030	5030	5030

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
366	0.5	5145	5145	5145
308	0.4	5157	5157	5157
296	0.4	5540	5540	5540
423	0.6	5755	5755	5755
127	0.2	6133	6133	6133
547	0.7	6193	6193	6193
193	0.3	6320	6320	6320
147	0.2	6380	6380	6380
233	0.3	6493	6493	6493
448	0.6	6857	6857	6857
404	0.5	7311	7311	7311
166	0.2	7395	7395	7395
1924	2.5	7493	7493	7493
155	0.2	7590	7590	7590
189	0.2	7736	7736	7736
565	0.7	8214	8214	8214
197	0.3	8248	8248	8248
593	0.8	8624	8624	8624
277	0.4	8756	8756	8756
1481	1.9	9053	9053	9053
288	0.4	9286	9286	9286
463	0.6	9334	9334	9334
228	0.3	10002	10002	10002
794	1.0	10086	10086	10086
284	0.4	10765	10765	10765
1099	1.4	10904	10904	10904

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
215	0.3	11558	11558	11558
279	0.4	11800	11800	11800
759	1.0	12344	12344	12344
591	0.8	12381	12381	12381
304	0.4	12952	12952	12952
446	0.6	13263	13263	13263
502	0.7	15221	15221	15221
611	0.8	15700	15700	15700
305	0.4	15808	15808	15808
341	0.4	15878	15878	15878
340	0.4	16296	16296	16296
492	0.6	17235	17235	17235
496	0.6	18418	18418	18418
751	1.0	19657	19657	19657
733	1.0	20078	20078	20078
354	0.5	20094	20094	20094
347	0.5	21715	21715	21715
521	0.7	22702	22702	22702
678	0.9	22972	22972	22972
483	0.6	23122	23122	23122
899	1.2	23380	23380	23380
370	0.5	25370	25370	25370
357	0.5	25725	25725	25725
1225	1.6	36511	36511	36511
398	0.5	40509	40509	40509
677	0.9	41545	41545	41545

(CONTINUED)

NSTRAT - This variable is the population count from the sampling stratum of which the sample member belongs. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
451	0.6	47790	47790	47790
556	0.7	51083	51083	51083
1059	1.4	51727	51727	51727
893	1.2	52388	52388	52388
511	0.7	53676	53676	53676
352	0.5	54387	54387	54387
683	0.9	56847	56847	56847
995	1.3	59345	59345	59345
605	0.8	60920	60920	60920
446	0.6	69568	69568	69568
462	0.6	85127	85127	85127
76754	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	Z4	NUM	5	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	3	3	3
4	0.0	4	4	4
10	0.0	5	5	5
6	0.0	6	6	6
8	0.0	8	8	8
18	0.0	9	9	9
12	0.0	12	12	12
13	0.0	13	13	13
15	0.0	15	15	15
18	0.0	18	18	18
60	0.1	20	20	20
21	0.0	21	21	21
22	0.0	22	22	22
78	0.1	26	26	26
60	0.1	30	30	30
31	0.0	31	31	31
32	0.0	32	32	32
68	0.1	34	34	34
40	0.1	40	40	40
92	0.1	46	46	46
100	0.1	50	50	50
104	0.1	52	52	52

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
53	0.1	53	53	53
114	0.1	57	57	57
60	0.1	60	60	60
64	0.1	64	64	64
198	0.3	66	66	66
68	0.1	68	68	68
138	0.2	69	69	69
70	0.1	70	70	70
142	0.2	71	71	71
72	0.1	72	72	72
74	0.1	74	74	74
75	0.1	75	75	75
76	0.1	76	76	76
81	0.1	81	81	81
84	0.1	84	84	84
170	0.2	85	85	85
88	0.1	88	88	88
89	0.1	89	89	89
90	0.1	90	90	90
91	0.1	91	91	91
98	0.1	98	98	98
102	0.1	102	102	102
104	0.1	104	104	104
105	0.1	105	105	105
107	0.1	107	107	107
112	0.1	112	112	112

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.2	119	119	119
242	0.3	121	121	121
122	0.2	122	122	122
123	0.2	123	123	123
252	0.3	126	126	126
254	0.3	127	127	127
258	0.3	129	129	129
130	0.2	130	130	130
132	0.2	132	132	132
135	0.2	135	135	135
136	0.2	136	136	136
142	0.2	142	142	142
146	0.2	146	146	146
147	0.2	147	147	147
149	0.2	149	149	149
150	0.2	150	150	150
151	0.2	151	151	151
152	0.2	152	152	152
153	0.2	153	153	153
155	0.2	155	155	155
314	0.4	157	157	157
161	0.2	161	161	161
166	0.2	166	166	166
167	0.2	167	167	167
169	0.2	169	169	169
176	0.2	176	176	176

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
180	0.2	180	180	180
183	0.2	183	183	183
368	0.5	184	184	184
187	0.2	187	187	187
376	0.5	188	188	188
189	0.2	189	189	189
380	0.5	190	190	190
382	0.5	191	191	191
192	0.3	192	192	192
193	0.3	193	193	193
591	0.8	197	197	197
205	0.3	205	205	205
824	1.1	206	206	206
645	0.8	215	215	215
434	0.6	217	217	217
218	0.3	218	218	218
221	0.3	221	221	221
222	0.3	222	222	222
224	0.3	224	224	224
225	0.3	225	225	225
452	0.6	226	226	226
228	0.3	228	228	228
230	0.3	230	230	230
462	0.6	231	231	231
233	0.3	233	233	233
234	0.3	234	234	234

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
235	0.3	235	235	235
244	0.3	244	244	244
246	0.3	246	246	246
496	0.6	248	248	248
249	0.3	249	249	249
251	0.3	251	251	251
252	0.3	252	252	252
258	0.3	258	258	258
259	0.3	259	259	259
264	0.3	264	264	264
267	0.3	267	267	267
275	0.4	275	275	275
277	0.4	277	277	277
279	0.4	279	279	279
852	1.1	284	284	284
574	0.7	287	287	287
288	0.4	288	288	288
294	0.4	294	294	294
592	0.8	296	296	296
304	0.4	304	304	304
915	1.2	305	305	305
308	0.4	308	308	308
313	0.4	313	313	313
318	0.4	318	318	318
320	0.4	320	320	320
324	0.4	324	324	324

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
330	0.4	330	330	330
332	0.4	332	332	332
672	0.9	336	336	336
338	0.4	338	338	338
340	0.4	340	340	340
341	0.4	341	341	341
342	0.4	342	342	342
347	0.5	347	347	347
704	0.9	352	352	352
708	0.9	354	354	354
356	0.5	356	356	356
357	0.5	357	357	357
360	0.5	360	360	360
361	0.5	361	361	361
732	1.0	366	366	366
370	0.5	370	370	370
372	0.5	372	372	372
374	0.5	374	374	374
394	0.5	394	394	394
398	0.5	398	398	398
404	0.5	404	404	404
406	0.5	406	406	406
423	0.6	423	423	423
431	0.6	431	431	431
433	0.6	433	433	433
439	0.6	439	439	439

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
443	0.6	443	443	443
892	1.2	446	446	446
448	0.6	448	448	448
451	0.6	451	451	451
462	0.6	462	462	462
463	0.6	463	463	463
934	1.2	467	467	467
473	0.6	473	473	473
483	0.6	483	483	483
492	0.6	492	492	492
496	0.6	496	496	496
502	0.7	502	502	502
511	0.7	511	511	511
521	0.7	521	521	521
544	0.7	544	544	544
547	0.7	547	547	547
556	0.7	556	556	556
559	0.7	559	559	559
1130	1.5	565	565	565
580	0.8	580	580	580
591	0.8	591	591	591
593	0.8	593	593	593
605	0.8	605	605	605
611	0.8	611	611	611
616	0.8	616	616	616
618	0.8	618	618	618

(CONTINUED)

NSAMP - This variable is the sample count for the sampling stratum and survey form to which the sample member was assigned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
625	0.8	625	625	625
627	0.8	627	627	627
677	0.9	677	677	677
678	0.9	678	678	678
683	0.9	683	683	683
733	1.0	733	733	733
751	1.0	751	751	751
759	1.0	759	759	759
794	1.0	794	794	794
804	1.0	804	804	804
818	1.1	818	818	818
893	1.2	893	893	893
899	1.2	899	899	899
943	1.2	943	943	943
995	1.3	995	995	995
1018	1.3	1018	1018	1018
1025	1.3	1025	1025	1025
1059	1.4	1059	1059	1059
1094	1.4	1094	1094	1094
1096	1.4	1096	1096	1096
1099	1.4	1099	1099	1099
1225	1.6	1225	1225	1225
1270	1.7	1270	1270	1270
1323	1.7	1323	1323	1323
1481	1.9	1481	1481	1481
1924	2.5	1924	1924	1924
76754	99.6	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

BLKDEN - % Black in DoD Occupation Group

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6.4	NUM	8	STDOS6.4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
28	0.0	0.011	0.011	0.011 %
371	0.5	0.0128	0.0128	0.0128 %
100	0.1	0.0224	0.0224	0.0224 %
520	0.7	0.0227	0.0227	0.0227 %
48	0.1	0.0283	0.0283	0.0283 %
74	0.1	0.0291	0.0291	0.0291 %
89	0.1	0.0317	0.0317	0.0317 %
372	0.5	0.0321	0.0321	0.0321 %
50	0.1	0.0335	0.0335	0.0335 %
198	0.3	0.0345	0.0345	0.0345 %
630	0.8	0.0347	0.0347	0.0347 %
79	0.1	0.0355	0.0355	0.0355 %
1024	1.3	0.0369	0.0369	0.0369 %
4	0.0	0.0381	0.0381	0.0381 %
243	0.3	0.0429	0.0429	0.0429 %
49	0.1	0.0435	0.0435	0.0435 %
20	0.0	0.0495	0.0495	0.0495 %
127	0.2	0.0522	0.0522	0.0522 %
288	0.4	0.0528	0.0528	0.0528 %
198	0.3	0.0572	0.0572	0.0572 %
623	0.8	0.0575	0.0575	0.0575 %
28	0.0	0.0578	0.0578	0.0578 %
261	0.3	0.0579	0.0579	0.0579 %
1174	1.5	0.0582	0.0582	0.0582 %

(CONTINUED)

BLKDEN - % Black in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
446	0.6	0.0595	0.0595	0.0595 %
13	0.0	0.06	0.06	0.06 %
311	0.4	0.0604	0.0604	0.0604 %
135	0.2	0.0619	0.0619	0.0619 %
203	0.3	0.0623	0.0623	0.0623 %
457	0.6	0.0632	0.0632	0.0632 %
130	0.2	0.0666	0.0666	0.0666 %
1628	2.1	0.0713	0.0713	0.0713 %
109	0.1	0.0724	0.0724	0.0724 %
97	0.1	0.0804	0.0804	0.0804 %
374	0.5	0.0807	0.0807	0.0807 %
648	0.8	0.0823	0.0823	0.0823 %
2952	3.8	0.0845	0.0845	0.0845 %
106	0.1	0.0879	0.0879	0.0879 %
45	0.1	0.0893	0.0893	0.0893 %
85	0.1	0.0894	0.0894	0.0894 %
33	0.0	0.09	0.09	0.09 %
9	0.0	0.0902	0.0902	0.0902 %
501	0.7	0.0915	0.0915	0.0915 %
768	1.0	0.0939	0.0939	0.0939 %
120	0.2	0.0992	0.0992	0.0992 %
6	0.0	0.1	0.1	0.1 %
290	0.4	0.1001	0.1001	0.1001 %
12	0.0	0.1017	0.1017	0.1017 %
442	0.6	0.1052	0.1052	0.1052 %
103	0.1	0.1059	0.1059	0.1059 %
219	0.3	0.1063	0.1063	0.1063 %
125	0.2	0.1081	0.1081	0.1081 %

(CONTINUED)

BLKDEN - % Black in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
154	0.2	0.1083	0.1083	0.1083 %
136	0.2	0.1091	0.1091	0.1091 %
79	0.1	0.1108	0.1108	0.1108 %
716	0.9	0.1119	0.1119	0.1119 %
10	0.0	0.1122	0.1122	0.1122 %
589	0.8	0.1133	0.1133	0.1133 %
21	0.0	0.1149	0.1149	0.1149 %
987	1.3	0.1179	0.1179	0.1179 %
405	0.5	0.12	0.12	0.12 %
234	0.3	0.1202	0.1202	0.1202 %
839	1.1	0.123	0.123	0.123 %
639	0.8	0.1245	0.1245	0.1245 %
961	1.3	0.1254	0.1254	0.1254 %
3593	4.7	0.1258	0.1258	0.1258 %
182	0.2	0.1301	0.1301	0.1301 %
56	0.1	0.1333	0.1333	0.1333 %
402	0.5	0.1354	0.1354	0.1354 %
72	0.1	0.1363	0.1363	0.1363 %
388	0.5	0.1366	0.1366	0.1366 %
521	0.7	0.141	0.141	0.141 %
222	0.3	0.1412	0.1412	0.1412 %
2732	3.6	0.1426	0.1426	0.1426 %
303	0.4	0.1459	0.1459	0.1459 %
187	0.2	0.1461	0.1461	0.1461 %
976	1.3	0.1473	0.1473	0.1473 %
2063	2.7	0.1545	0.1545	0.1545 %
558	0.7	0.1584	0.1584	0.1584 %
118	0.2	0.1596	0.1596	0.1596 %

(CONTINUED)

BLKDEN - % Black in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
753	1.0	0.1608	0.1608	0.1608 %
889	1.2	0.1618	0.1618	0.1618 %
186	0.2	0.1635	0.1635	0.1635 %
711	0.9	0.1645	0.1645	0.1645 %
4000	5.2	0.1664	0.1664	0.1664 %
1040	1.4	0.1673	0.1673	0.1673 %
592	0.8	0.169	0.169	0.169 %
1224	1.6	0.1729	0.1729	0.1729 %
570	0.7	0.1797	0.1797	0.1797 %
21	0.0	0.1832	0.1832	0.1832 %
128	0.2	0.1893	0.1893	0.1893 %
602	0.8	0.1902	0.1902	0.1902 %
566	0.7	0.193	0.193	0.193 %
116	0.2	0.195	0.195	0.195 %
668	0.9	0.1971	0.1971	0.1971 %
470	0.6	0.1981	0.1981	0.1981 %
260	0.3	0.1987	0.1987	0.1987 %
17	0.0	0.201	0.201	0.201 %
129	0.2	0.207	0.207	0.207 %
2481	3.2	0.2074	0.2074	0.2074 %
1981	2.6	0.2091	0.2091	0.2091 %
171	0.2	0.2095	0.2095	0.2095 %
144	0.2	0.2207	0.2207	0.2207 %
1732	2.3	0.2238	0.2238	0.2238 %
110	0.1	0.2246	0.2246	0.2246 %
419	0.5	0.2248	0.2248	0.2248 %
741	1.0	0.225	0.225	0.225 %
2127	2.8	0.2311	0.2311	0.2311 %

(CONTINUED)

BLKDEN - % Black in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
466	0.6	0.2601	0.2601	0.2601 %
32	0.0	0.2604	0.2604	0.2604 %
12	0.0	0.2766	0.2766	0.2766 %
120	0.2	0.2893	0.2893	0.2893 %
641	0.8	0.2897	0.2897	0.2897 %
1274	1.7	0.2934	0.2934	0.2934 %
946	1.2	0.2977	0.2977	0.2977 %
462	0.6	0.3013	0.3013	0.3013 %
338	0.4	0.3051	0.3051	0.3051 %
1031	1.3	0.3057	0.3057	0.3057 %
2005	2.6	0.308	0.308	0.308 %
5022	6.5	0.3288	0.3288	0.3288 %
113	0.1	0.3322	0.3322	0.3322 %
785	1.0	0.3364	0.3364	0.3364 %
39	0.1	0.3533	0.3533	0.3533 %
289	0.4	0.3568	0.3568	0.3568 %
995	1.3	0.3633	0.3633	0.3633 %
2698	3.5	0.3736	0.3736	0.3736 %
97	0.1	0.3756	0.3756	0.3756 %
1433	1.9	0.383	0.383	0.383 %
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS THE PERCENTAGE DENSITY FOR BLACKS IN THE MEMBER'S DUTY OCCUPATION (GROUP) AND WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. THE DENSITY VARIABLE GROUPING USED IN SAMPLE PLANNING WAS FROM EARLIER FILES AND IS PRESERVED IN VARIABLE DENBLK2. AS IN DENBLK2 (BUT NOT AS IN RBLKDEN), THE PERCENTAGE FOR "OCCUPATION UNKNOWN" IS CONSIDERED A VALID VALUE FOR THIS VARIABLE.

HISPDEN - % Hispanic in DoD Occupation Group

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6.4	NUM	8	STDOS6.4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
28	0.0	0.0049	0.0049	0.0049 %
4	0.0	0.0095	0.0095	0.0095 %
371	0.5	0.0122	0.0122	0.0122 %
6	0.0	0.0125	0.0125	0.0125 %
198	0.3	0.0153	0.0153	0.0153 %
45	0.1	0.0162	0.0162	0.0162 %
20	0.0	0.0186	0.0186	0.0186 %
520	0.7	0.0196	0.0196	0.0196 %
85	0.1	0.02	0.02	0.02 %
79	0.1	0.0213	0.0213	0.0213 %
130	0.2	0.0214	0.0214	0.0214 %
89	0.1	0.0224	0.0224	0.0224 %
660	0.9	0.0228	0.0228	0.0228 %
261	0.3	0.0232	0.0232	0.0232 %
757	1.0	0.0235	0.0235	0.0235 %
219	0.3	0.024	0.024	0.024 %
311	0.4	0.0241	0.0241	0.0241 %
288	0.4	0.0244	0.0244	0.0244 %
818	1.1	0.0245	0.0245	0.0245 %
374	0.5	0.0247	0.0247	0.0247 %
49	0.1	0.0248	0.0248	0.0248 %
135	0.2	0.0254	0.0254	0.0254 %
1024	1.3	0.0261	0.0261	0.0261 %
203	0.3	0.0274	0.0274	0.0274 %

(CONTINUED)

HISPDEN - % Hispanic in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
768	1.0	0.0275	0.0275	0.0275 %
457	0.6	0.0276	0.0276	0.0276 %
32	0.0	0.0278	0.0278	0.0278 %
1174	1.5	0.0281	0.0281	0.0281 %
9	0.0	0.0301	0.0301	0.0301 %
243	0.3	0.0303	0.0303	0.0303 %
997	1.3	0.0306	0.0306	0.0306 %
234	0.3	0.0307	0.0307	0.0307 %
198	0.3	0.0311	0.0311	0.0311 %
116	0.2	0.0313	0.0313	0.0313 %
103	0.1	0.0321	0.0321	0.0321 %
1628	2.1	0.0322	0.0322	0.0322 %
501	0.7	0.0323	0.0323	0.0323 %
588	0.8	0.0324	0.0324	0.0324 %
186	0.2	0.0326	0.0326	0.0326 %
961	1.3	0.033	0.033	0.033 %
623	0.8	0.0333	0.0333	0.0333 %
154	0.2	0.0342	0.0342	0.0342 %
442	0.6	0.0346	0.0346	0.0346 %
349	0.5	0.0355	0.0355	0.0355 %
106	0.1	0.0368	0.0368	0.0368 %
109	0.1	0.037	0.037	0.037 %
405	0.5	0.0371	0.0371	0.0371 %
502	0.7	0.0388	0.0388	0.0388 %
97	0.1	0.0392	0.0392	0.0392 %
2952	3.8	0.0397	0.0397	0.0397 %
48	0.1	0.0401	0.0401	0.0401 %
72	0.1	0.0403	0.0403	0.0403 %

(CONTINUED)

HISPDEN - % Hispanic in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
28	0.0	0.0408	0.0408	0.0408 %
125	0.2	0.0412	0.0412	0.0412 %
318	0.4	0.0415	0.0415	0.0415 %
290	0.4	0.0424	0.0424	0.0424 %
592	0.8	0.0427	0.0427	0.0427 %
388	0.5	0.044	0.044	0.044 %
589	0.8	0.0441	0.0441	0.0441 %
558	0.7	0.0445	0.0445	0.0445 %
976	1.3	0.0448	0.0448	0.0448 %
21	0.0	0.0473	0.0473	0.0473 %
2063	2.7	0.048	0.048	0.048 %
171	0.2	0.0483	0.0483	0.0483 %
79	0.1	0.0504	0.0504	0.0504 %
118	0.2	0.0508	0.0508	0.0508 %
120	0.2	0.0512	0.0512	0.0512 %
74	0.1	0.0515	0.0515	0.0515 %
50	0.1	0.052	0.052	0.052 %
521	0.7	0.0523	0.0523	0.0523 %
741	1.0	0.0526	0.0526	0.0526 %
56	0.1	0.0536	0.0536	0.0536 %
49	0.1	0.0538	0.0538	0.0538 %
128	0.2	0.0543	0.0543	0.0543 %
716	0.9	0.0545	0.0545	0.0545 %
1040	1.4	0.0549	0.0549	0.0549 %
566	0.7	0.0553	0.0553	0.0553 %
839	1.1	0.0558	0.0558	0.0558 %
61	0.1	0.0561	0.0561	0.0561 %
12	0.0	0.0567	0.0567	0.0567 %

(CONTINUED)

HISPDEN - % Hispanic in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
785	1.0	0.0572	0.0572	0.0572 %
129	0.2	0.0584	0.0584	0.0584 %
1992	2.6	0.0601	0.0601	0.0601 %
289	0.4	0.0602	0.0602	0.0602 %
3593	4.7	0.0603	0.0603	0.0603 %
753	1.0	0.0605	0.0605	0.0605 %
668	0.9	0.0616	0.0616	0.0616 %
570	0.7	0.062	0.062	0.062 %
1433	1.9	0.0646	0.0646	0.0646 %
470	0.6	0.065	0.065	0.065 %
462	0.6	0.0653	0.0653	0.0653 %
1066	1.4	0.0674	0.0674	0.0674 %
466	0.6	0.0677	0.0677	0.0677 %
419	0.5	0.0681	0.0681	0.0681 %
39	0.1	0.0682	0.0682	0.0682 %
2005	2.6	0.0684	0.0684	0.0684 %
113	0.1	0.0693	0.0693	0.0693 %
222	0.3	0.0695	0.0695	0.0695 %
51	0.1	0.0697	0.0697	0.0697 %
4000	5.2	0.0704	0.0704	0.0704 %
5022	6.5	0.0706	0.0706	0.0706 %
1031	1.3	0.0719	0.0719	0.0719 %
2127	2.8	0.0732	0.0732	0.0732 %
711	0.9	0.0735	0.0735	0.0735 %
602	0.8	0.0736	0.0736	0.0736 %
1274	1.7	0.0743	0.0743	0.0743 %
21	0.0	0.0763	0.0763	0.0763 %
187	0.2	0.0765	0.0765	0.0765 %

(CONTINUED)

HISPDEN - % Hispanic in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2698	3.5	0.0787	0.0787	0.0787 %
995	1.3	0.079	0.079	0.079 %
2481	3.2	0.0807	0.0807	0.0807 %
144	0.2	0.081	0.081	0.081 %
1224	1.6	0.0823	0.0823	0.0823 %
641	0.8	0.0828	0.0828	0.0828 %
17	0.0	0.084	0.084	0.084 %
97	0.1	0.0879	0.0879	0.0879 %
338	0.4	0.0893	0.0893	0.0893 %
2732	3.6	0.0942	0.0942	0.0942 %
1981	2.6	0.0975	0.0975	0.0975 %
889	1.2	0.0995	0.0995	0.0995 %
76754	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS THE PERCENTAGE DENSITY FOR HISPANICS IN THE MEMBER'S DUTY OCCUPATION (GROUP) AND WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. THE DENSITY VARIABLE GROUPING USED IN SAMPLE PLANNING WAS FROM EARLIER FILES AND IS PRESERVED IN VARIABLE DENHSP2. AS IN DENHSP2 (BUT NOT AS IN RHISPDEN), THE PERCENTAGE FOR "OCCUPATION UNKNOWN" IS CONSIDERED A VALID VALUE FOR THIS VARIABLE.

MINDEN - % Minbrities in DoD Occupation Group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6.4	NUM	8	STDOS6.4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
371	0.5	0.0458	0.0458	0.0458 %
28	0.0	0.0463	0.0463	0.0463 %
4	0.0	0.0571	0.0571	0.0571 %
198	0.3	0.0665	0.0665	0.0665 %
520	0.7	0.0682	0.0682	0.0682 %
100	0.1	0.0842	0.0842	0.0842 %
372	0.5	0.0865	0.0865	0.0865 %
630	0.8	0.0882	0.0882	0.0882 %
79	0.1	0.0889	0.0889	0.0889 %
20	0.0	0.0929	0.0929	0.0929 %
89	0.1	0.0938	0.0938	0.0938 %
49	0.1	0.1009	0.1009	0.1009 %
50	0.1	0.1038	0.1038	0.1038 %
13	0.0	0.1105	0.1105	0.1105 %
135	0.2	0.1168	0.1168	0.1168 %
288	0.4	0.1171	0.1171	0.1171 %
130	0.2	0.1175	0.1175	0.1175 %
9	0.0	0.1203	0.1203	0.1203 %
74	0.1	0.1208	0.1208	0.1208 %
1174	1.5	0.1227	0.1227	0.1227 %
203	0.3	0.1252	0.1252	0.1252 %
446	0.6	0.1255	0.1255	0.1255 %
48	0.1	0.1274	0.1274	0.1274 %
311	0.4	0.1307	0.1307	0.1307 %

(CONTINUED)

MINDEN - % Minorities in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
127	0.2	0.1312	0.1312	0.1312 %
243	0.3	0.1313	0.1313	0.1313 %
623	0.8	0.1354	0.1354	0.1354 %
45	0.1	0.138	0.138	0.138 %
1628	2.1	0.1405	0.1405	0.1405 %
198	0.3	0.1414	0.1414	0.1414 %
1024	1.3	0.1438	0.1438	0.1438 %
109	0.1	0.1441	0.1441	0.1441 %
85	0.1	0.1454	0.1454	0.1454 %
261	0.3	0.1469	0.1469	0.1469 %
106	0.1	0.148	0.148	0.148 %
457	0.6	0.1483	0.1483	0.1483 %
374	0.5	0.149	0.149	0.149 %
768	1.0	0.1507	0.1507	0.1507 %
648	0.8	0.1517	0.1517	0.1517 %
97	0.1	0.1559	0.1559	0.1559 %
6	0.0	0.1625	0.1625	0.1625 %
28	0.0	0.1633	0.1633	0.1633 %
33	0.0	0.1659	0.1659	0.1659 %
501	0.7	0.1715	0.1715	0.1715 %
290	0.4	0.1739	0.1739	0.1739 %
154	0.2	0.176	0.176	0.176 %
120	0.2	0.1763	0.1763	0.1763 %
442	0.6	0.1773	0.1773	0.1773 %
219	0.3	0.178	0.178	0.178 %
2952	3.8	0.1819	0.1819	0.1819 %
125	0.2	0.1827	0.1827	0.1827 %
136	0.2	0.1831	0.1831	0.1831 %

(CONTINUED)

MINDEN - % Minorities in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10	0.0	0.1837	0.1837	0.1837 %
79	0.1	0.1884	0.1884	0.1884 %
589	0.8	0.1886	0.1886	0.1886 %
234	0.3	0.191	0.191	0.191 %
405	0.5	0.1931	0.1931	0.1931 %
103	0.1	0.1957	0.1957	0.1957 %
987	1.3	0.1964	0.1964	0.1964 %
588	0.8	0.1979	0.1979	0.1979 %
21	0.0	0.2027	0.2027	0.2027 %
961	1.3	0.2083	0.2083	0.2083 %
402	0.5	0.2176	0.2176	0.2176 %
56	0.1	0.2183	0.2183	0.2183 %
182	0.2	0.22	0.22	0.22 %
716	0.9	0.2205	0.2205	0.2205 %
72	0.1	0.2211	0.2211	0.2211 %
303	0.4	0.2234	0.2234	0.2234 %
388	0.5	0.2263	0.2263	0.2263 %
976	1.3	0.2267	0.2267	0.2267 %
3593	4.7	0.2348	0.2348	0.2348 %
12	0.0	0.2364	0.2364	0.2364 %
521	0.7	0.24	0.24	0.24 %
186	0.2	0.2412	0.2412	0.2412 %
118	0.2	0.2418	0.2418	0.2418 %
2063	2.7	0.2425	0.2425	0.2425 %
592	0.8	0.2445	0.2445	0.2445 %
187	0.2	0.2512	0.2512	0.2512 %
753	1.0	0.2513	0.2513	0.2513 %
839	1.1	0.2525	0.2525	0.2525 %

(CONTINUED)

MINDEN - % Minorities in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
116	0.2	0.2542	0.2542	0.2542 %
558	0.7	0.2556	0.2556	0.2556 %
1040	1.4	0.2582	0.2582	0.2582 %
222	0.3	0.2612	0.2612	0.2612 %
51	0.1	0.279	0.279	0.279 %
668	0.9	0.2856	0.2856	0.2856 %
2732	3.6	0.2861	0.2861	0.2861 %
4000	5.2	0.2908	0.2908	0.2908 %
128	0.2	0.2918	0.2918	0.2918 %
566	0.7	0.2964	0.2964	0.2964 %
570	0.7	0.2979	0.2979	0.2979 %
1224	1.6	0.3016	0.3016	0.3016 %
889	1.2	0.3043	0.3043	0.3043 %
17	0.0	0.3053	0.3053	0.3053 %
641	0.8	0.3175	0.3175	0.3175 %
602	0.8	0.3198	0.3198	0.3198 %
711	0.9	0.3227	0.3227	0.3227 %
260	0.3	0.3241	0.3241	0.3241 %
129	0.2	0.3268	0.3268	0.3268 %
61	0.1	0.3274	0.3274	0.3274 %
32	0.0	0.3299	0.3299	0.3299 %
741	1.0	0.3307	0.3307	0.3307 %
144	0.2	0.3332	0.3332	0.3332 %
2481	3.2	0.3418	0.3418	0.3418 %
1732	2.3	0.3437	0.3437	0.3437 %
1981	2.6	0.3578	0.3578	0.3578 %
61	0.1	0.361	0.361	0.361 %
466	0.6	0.3682	0.3682	0.3682 %

(CONTINUED)

MINDEN - % Minorities in DoD Occupation Group

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	0.374	0.374	0.374 %
2127	2.8	0.3771	0.3771	0.3771 %
946	1.2	0.3952	0.3952	0.3952 %
419	0.5	0.4038	0.4038	0.4038 %
120	0.2	0.4193	0.4193	0.4193 %
1274	1.7	0.4212	0.4212	0.4212 %
641	0.8	0.4215	0.4215	0.4215 %
1031	1.3	0.4272	0.4272	0.4272 %
2005	2.6	0.439	0.439	0.439 %
785	1.0	0.4425	0.4425	0.4425 %
462	0.6	0.4637	0.4637	0.4637 %
5022	6.5	0.4715	0.4715	0.4715 %
39	0.1	0.4804	0.4804	0.4804 %
338	0.4	0.4825	0.4825	0.4825 %
289	0.4	0.483	0.483	0.483 %
2698	3.5	0.5053	0.5053	0.5053 %
995	1.3	0.5086	0.5086	0.5086 %
113	0.1	0.5206	0.5206	0.5206 %
97	0.1	0.5306	0.5306	0.5306 %
1433	1.9	0.5434	0.5434	0.5434 %
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS THE PERCENTAGE DENSITY FOR ALL MINORITIES IN THE MEMBER'S DUTY OCCUPATION (GROUP) AND WAS CONSTRUCTED FROM APRIL 1996 DMDC MASTER FILE RECORDS. THE DENSITY VARIABLE GROUPING USED IN SAMPLE PLANNING WAS FROM EARLIER FILES AND IS PRESERVED IN VARIABLE DENMNR2. AS IN DENMNR2 (BUT NOT AS IN RMINDEN), THE PERCENTAGE FOR "OCCUPATION UNKNOWN" IS CONSIDERED A VALID VALUE FOR THIS VARIABLE.

CPAY - This variable indicates the sample member's constructed pay grade code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDCPAY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17337	22.6	1	1	E1-E3
13742	17.9	2	2	E4, E0
15107	19.7	3	3	E5-E6
6811	8.9	4	4	E7-E9
21301	27.8	5	5	W1-O6, W0, O0
232	0.3	6	6	E1-E4, if CSERVICE=6
2224	2.9	7	7	E5-E9, if CSERVICE=5
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

E0 = ENLISTED, UNKNOWN PAYGRADE

W0 = WARRANT OFFICER, UNKNOWN PAYGRADE

O0 = OFFICER, UNKNOWN PAYGRADE

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE - This variable indicates the sample member's constructed race code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDCRACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
99	0.1	0	0	Unknown (active)
17062	22.2	1	1	White
18500	24.1	2	2	Black
16685	21.7	3	3	Hispanic
7934	10.3	4	4	Native American
13383	17.4	5	5	Asian/Pacific Islander
3091	4.0	6	6	Other
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE2W - This variable indicates the sample member's constructed race code 2W. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	ED2WRACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
10431	13.6	1	1	White/Non-Hisp
28966	37.7	2	2	All others
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE2W = 2), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE2B - This variable indicates the sample member's constructed race code 2B. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
ED2BRACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
8390	10.9	1	1	Black/Non-Hisp
31007	40.4	2	2	All others
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE2B = 2), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE3 - This variable indicates the sample member's constructed race code 3. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
ED3RACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
10431	13.6	1	1	White/Non-Hisp
8390	10.9	2	2	Black/Non-Hisp
20576	26.8	3	3	All others
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE3 = 3), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE4 - This variable indicates the sample member's constructed race code 4. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	ED4RACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
10431	13.6	1	1	White/Non-Hisp
8390	10.9	2	2	Black/Non-Hisp
10255	13.4	3	3	Hispanic
10321	13.4	4	4	Other/Non-Hisp
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE4 = 3), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE5 - This variable indicates the sample member's constructed race code 5. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	ED5RACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
10431	13.6	1	1	White/Non-Hisp
8390	10.9	2	2	Black/Non-Hisp
10255	13.4	3	3	Hispanic
6900	9.0	4	4	Asian/Non-Hisp
3421	4.5	5	5	Other/Non-Hisp
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE5 = 3), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CRACE6 - This variable indicates the sample member's constructed race code 6. <survey control system variable>

OS DATA		SAS DATA		
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	ED6RACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37357	48.7	-9	.	Missing Data
10431	13.6	1	1	White/Non-Hisp
8390	10.9	2	2	Black/Non-Hisp
10255	13.4	3	3	Hispanic
2530	3.3	4	4	AmerInd,Eskimo/Non-Hisp
6900	9.0	5	5	Asian/Non-Hisp
891	1.2	6	6	Other/Non-Hisp
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM THE MEMBER'S SELF-REPORTED RACE (SRRACE1) AND HISPANIC ORIGIN (SRHISPA1). RESPONDENTS INDICATING ANY HISPANIC IDENTITY (SRHISPA1 GREATER THAN OR EQUAL TO 2), ARE INCLUDED IN "ALL OTHERS" (CRACE6 = 3), IRRESPECTIVE OF THEIR VALUE (WHETHER VALID OR NOT) ON SRRACE1.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CREGION - This variable indicates the sample member's region code.
<survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDREGION	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
366	0.5	0	0	Unknown
38957	50.8	1	1	U.S.
15415	20.1	2	2	Outside the U.S.
22016	28.7	3	3	All regions if USMC/USCG/AGR/TAR
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS IS A CONSTRUCTED STRATIFICATION VARIABLE WHICH HAS BEEN COLLAPSED TO ALL REGIONS FOR USMC, USCG, AGR/TAR.

VALUE OF 1 ALSO INCLUDES ACTIVE NAVY PERSONNEL WHO ARE AFLOAT IN THE PORTS OF HAWAII OR ALASKA.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CSERVICE - This variable indicates the sample member's constructed service code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDSERV	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24595	32.0	1	1	Army
15892	20.7	2	2	Navy
12363	16.1	3	3	Marine Corps
14230	18.5	4	4	Air Force
6124	8.0	5	5	Coast Guard
3550	4.6	6	6	AGR/TAR
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

A VALUE OF 6 INDICATES THAT THE RCCPDS FILE WAS THE SOURCE FOR THE RECORD AND THAT THE INDIVIDUAL IS A MEMBER OF THE RESERVES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

CS_COMP - This variable indicates the sample member's active duty service component code or their reserve component code depending on their reserve status.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDCOMP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
25807	33.6	1	1	Army(Active)/Army Guard(AGR)
16683	21.7	2	2	Navy(Active)/Army Reserve(AGR)
13179	17.2	3	3	Marine(Active)/Navy Reserve(TAR)
14361	18.7	4	4	Air Force(Active)/Marine Reserve(AGR)
6690	8.7	5	5	Coast Guard(Active)/Air National Guard(AGR)
34	0.0	6	6	Air Force Reserve(AGR)
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE HAS TWO INDEPENDENT MEANINGS DEPENDING ON WHETHER IT IS FOR A REGULAR ACTIVE DUTY MEMBER (WHERE CSERVICE IS 5 OR LESS) OR IS FOR A RESERVE MEMBER IN AN AGR/TAR POSITION (WHERE CSERVICE = 6). THIS VARIABLE MUST BE USED IN CONJUNCTION WITH CSERVICE IN ORDER TO IDENTIFY THE MEANING OF THE VALUES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DPLOYIND - This variable indicates the sample member's deployment indicator. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDDPLYID	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
69584	90.7	0	0	Not deployed
7170	9.3	1	1	Deployed
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDDTYLOC	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4532	5.9	0	0	No information available
752	1.0	1	1	Alabama
710	0.9	2	2	Alaska
873	1.1	4	4	Arizona
126	0.2	5	5	Arkansas
10348	13.5	6	6	California
929	1.2	8	8	Colorado
296	0.4	9	9	Connecticut
120	0.2	10	10	Delaware
1069	1.4	11	11	Distrct Columbia
3278	4.3	12	12	Florida
2322	3.0	13	13	Georgia
390	0.5	14	14	Guam
2411	3.1	15	15	Hawaii
73	0.1	16	16	Idaho
1030	1.3	17	17	Illinois
46	0.1	18	18	Indiana
22	0.0	19	19	Iowa
713	0.9	20	20	Kansas
1213	1.6	21	21	Kentucky
711	0.9	22	22	Louisiana
190	0.2	23	23	Maine
1158	1.5	24	24	Maryland

(CONTINUED)

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
384	0.5	25	25	Massachusetts
190	0.2	26	26	Michigan
29	0.0	27	27	Minnesota
492	0.6	28	28	Mississippi
493	0.6	29	29	Missouri
110	0.1	30	30	Montana
167	0.2	31	31	Nebraska
244	0.3	32	32	Nevada
51	0.1	33	33	New Hampshire
574	0.7	34	34	New Jersey
521	0.7	35	35	New Mexico
1007	1.3	36	36	New York
4788	6.2	37	37	North Carolina
240	0.3	38	38	North Dakota
393	0.5	39	39	Ohio
1024	1.3	40	40	Oklahoma
157	0.2	41	41	Oregon
291	0.4	42	42	Pennsylvania
396	0.5	43	43	Puerto Rico
214	0.3	44	44	Rhode Island
1413	1.8	45	45	South Carolina
105	0.1	46	46	South Dakota
306	0.4	47	47	Tennesee
5019	6.5	48	48	Texas
133	0.2	49	49	Utah
5	0.0	50	50	Vermont
6220	8.1	51	51	Virginia

(CONTINUED)

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	52	52	Virgin Islands
2102	2.7	53	53	Washington
16	0.0	54	54	West Virginia
53	0.1	55	55	Wisconsin
98	0.1	56	56	Wyoming
3	0.0	61	61	Argentina
16	0.0	62	62	Australia
4	0.0	64	64	The Bahamas
105	0.1	65	65	Belgium
3	0.0	67	67	Bolivia
3	0.0	69	69	Brazil
1	0.0	74	74	Burma
1	0.0	77	77	Cameroon
3	0.0	78	78	Canada
1	0.0	81	81	Sri Lanka
2	0.0	83	83	Chile
2	0.0	84	84	China, Communist
8	0.0	86	86	Colombia
1	0.0	89	89	Costa Rica
139	0.2	90	90	Cuba
2	0.0	94	94	Denmark
2	0.0	95	95	Dominican Republ
3	0.0	96	96	Ecuador
25	0.0	97	97	Egypt
4	0.0	98	98	El Salvador
23	0.0	100	100	Ethiopia
1	0.0	101	101	Fiji

(CONTINUED)

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
40	0.1	102	102	Finland
40	0.1	103	103	France
9	0.0	104	104	French Guinea
60	0.1	105	105	Gabon
5145	6.7	107	107	West Germany
40	0.1	108	108	Germany, Dm.R-Ea
8	0.0	109	109	Ghana
3	0.0	110	110	Gibraltar
27	0.0	111	111	Greece
3	0.0	112	112	Greenland
2	0.0	114	114	Guatemala
5	0.0	117	117	Haiti
14	0.0	118	118	Honduras
2	0.0	119	119	Hong Kong
128	0.2	120	120	Hungary
87	0.1	121	121	Iceland
1	0.0	122	122	India
5	0.0	123	123	Indonesia
4	0.0	127	127	Israel
876	1.1	128	128	Italy
3926	5.1	131	131	Japan
3	0.0	132	132	Jordan
3	0.0	133	133	Kenya
2712	3.5	135	135	Korea (South)
9	0.0	136	136	Kuwait
1	0.0	145	145	Malaysia
2	0.0	147	147	Mali

(CONTINUED)

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	148	148	Malta
4	0.0	151	151	Mexico
40	0.1	156	156	Netherlands
2	0.0	157	157	New Zealand
3	0.0	158	158	Nicaragua
1	0.0	159	159	Niger
1	0.0	160	160	Nigeria
4	0.0	161	161	Norway
4	0.0	162	162	Oman
1	0.0	163	163	Pakistan
669	0.9	164	164	Panama
1	0.0	166	166	Paraguay
1	0.0	167	167	Peru
15	0.0	168	168	Philippines
1	0.0	169	169	Poland
69	0.1	170	170	Portugal
1	0.0	174	174	Romania
39	0.1	178	178	Saudi Arabia
1	0.0	181	181	Sierra Leone
10	0.0	183	183	Singapore
2	0.0	184	184	Somalia
1	0.0	185	185	South Africa
10	0.0	188	188	Soviet Union
169	0.2	189	189	Spain
11	0.0	192	192	Suriname
1	0.0	196	196	Syria
2	0.0	197	197	Tanzania

(CONTINUED)

DUTYLOC - This variable indicates the sample member's duty location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
35	0.0	198	198	Thailand
1	0.0	199	199	Togo
304	0.4	200	200	Trinadad/Tobago
1	0.0	201	201	Tunisia
193	0.3	202	202	Turkey
15	0.0	203	203	Uganda
607	0.8	204	204	United Kingdom
5	0.0	205	205	United States
1	0.0	206	206	U.S. Misc. Carib
4	0.0	208	208	Burkina
91	0.1	209	209	Uruguay
1	0.0	210	210	Vatican City
5	0.0	211	211	Venezuela
46	0.1	216	216	Yugoslavia
1	0.0	217	217	Zaire
2	0.0	220	220	Carribean Island
64	0.1	221	221	Arab Emirates
11	0.0	222	222	Pacific Islands
61	0.1	223	223	Indian Ocean Is
1	0.0	225	225	Antarctica
1	0.0	226	226	Bangladesh
184	0.2	254	254	Bodies of Water
76754	99.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DUTYOCC - This variable indicates the sample member's duty occupation code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
Z4	NUM	4	STDOS4

SEE DOD PUB 1312.1 "OCCUPATIONAL CONVERSION INDEX: ENLISTED/ OFFICER/CIVILIAN" FOR CODE DEFINITIONS. CODES TOO NUMEROUS TO LIST HERE.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

M_ETH - This variable indicates the sample member's ethnic group code except when the source for the record was from the rccpds file.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDETHNC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4995	6.5	0	0	Unknown
6079	7.9	1	1	Mexican
3510	4.6	2	2	Puerto Rican
343	0.4	3	3	Cuban
806	1.1	4	4	Latin American
5947	7.7	5	5	Other Hispanic Descent
57	0.1	6	6	Aleut
142	0.2	7	7	Eskimo
5695	7.4	8	8	North American Indian
632	0.8	9	9	Chinese
880	1.1	10	10	Japanese
1117	1.5	11	11	Korean
292	0.4	12	12	Indian
5011	6.5	13	13	Filipino
473	0.6	14	14	Vietnamese
1853	2.4	15	15	Other Asian Descent
45	0.1	16	16	Melanesian
125	0.2	17	17	Micronesian
289	0.4	18	18	Polynesian
431	0.6	19	19	Other Pacific Island Descent
37267	48.6	20	20	Other/None (Active Duty Master File); Other (RCCPDS)

(CONTINUED)

M_ETH - This variable indicates the sample member's ethnic group code except when the source for the record was from the rccpds file.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
696	0.9	21	21	None (RCCPDS)
69	0.1	22	22	Guamanian
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

DATA FOR AGRS WAS OBTAINED FROM RESERVE COMPONENT COMMON PERSONNEL DATA SYSTEM (RCCPDS).

AS A RESULT OF MERGING THE ADMF AND THE RCCPDS FILE THE SAMPLE MEMBER'S ETHNIC GROUP IS UNAVAILABLE FOR AGR/TAR'S WHO ARE ASSIGNED A VALUE OF 21. A VALUE OF 21 IS NEVER USED FOR REGULAR ACTIVE DUTY INDIVIDUALS. OTHERWISE THE CODING FOR M_ETH IS THE SAME AS ETH FOUND ON THE ADMF.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

JNTSSI - This variable indicates the sample member's joint service spouse indicator. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDJSSI	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
40	0.1	1	1	Member active/Single
3542	4.6	2	2	Member active/Married
10	0.0	3	3	Member active/No longer married
30	0.0	6	6	Inactive/Claimed by an active member B
307	0.4	7	7	No joint filing/Claimed by an active member B
854	1.1	8	8	Inactive/Claimed by an inactive member B
71971	93.8	9	9	No joint filing/Claimed by an inactive member B
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES AS ONE STEP IN DETERMINING LOCATION FOR SAMPLE STRATIFICATION.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

MARRIED - This variable indicates the sample member's constructed marital status code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDMARRY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.6	0	0	Unknown
42822	55.8	1	1	Single
33186	43.2	2	2	Married
262	0.3	9	9	No match pay rcd
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

MCSIND - This variable indicates the sample member's marine corps ship indicator. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDMCID	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76735	100.0	0	0	Other
19	0.0	1	1	Marine Corps ship
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

MEMLOC - This variable indicates the sample member's location code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDMEMLOC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
366	0.5	0	0	Unknown
832	1.1	1	1	Alabama
756	1.0	2	2	Alaska
963	1.3	4	4	Arizona
187	0.2	5	5	Arkansas
9730	12.7	6	6	California
1096	1.4	8	8	Colorado
274	0.4	9	9	Connecticut
131	0.2	10	10	Delaware
1509	2.0	11	11	District of Columbia
3130	4.1	12	12	Florida
2504	3.3	13	13	Georgia
360	0.5	14	14	Guam
2272	3.0	15	15	Hawaii
90	0.1	16	16	Idaho
1120	1.5	17	17	Illinois
74	0.1	18	18	Indiana
44	0.1	19	19	Iowa
786	1.0	20	20	Kansas
1241	1.6	21	21	Kentucky
849	1.1	22	22	Louisiana
140	0.2	23	23	Maine
1255	1.6	24	24	Maryland

(CONTINUED)

MEMLOC - This variable indicates the sample member's location code. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
406	0.5	25	25	Massachusetts
232	0.3	26	26	Michigan
64	0.1	27	27	Minnesota
593	0.8	28	28	Mississippi
578	0.8	29	29	Missouri
122	0.2	30	30	Montana
297	0.4	31	31	Nebraska
258	0.3	32	32	Nevada
46	0.1	33	33	New Hampshire
574	0.7	34	34	New Jersey
630	0.8	35	35	New Mexico
1131	1.5	36	36	New York
4858	6.3	37	37	North Carolina
251	0.3	38	38	North Dakota
456	0.6	39	39	Ohio
1082	1.4	40	40	Oklahoma
196	0.3	41	41	Oregon
400	0.5	42	42	Pennsylvania
416	0.5	43	43	Puerto Rico
228	0.3	44	44	Rhode Island
1382	1.8	45	45	South Carolina
95	0.1	46	46	South Dakota
360	0.5	47	47	Tennessee
5288	6.9	48	48	Texas
164	0.2	49	49	Utah
17	0.0	50	50	Vermont
5443	7.1	51	51	Virginia

(CONTINUED)

MEMLOC - This variable indicates the sample member's location code.
<survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	52	52	Virgin Islands
1825	2.4	53	53	Washington
34	0.0	54	54	West Virginia
99	0.1	55	55	Wisconsin
107	0.1	56	56	Wyoming
15538	20.2	57	57	Ashore overseas
1790	2.3	58	58	Afloat Conus
589	0.8	59	59	Afloat Oconus
1494	1.9	60	60	Afloat at sea
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

PG - This variable indicates the sample member's pay grade code. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDPYGRD	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9	0.0	0	0	Enlisted unknown
2853	3.7	1	1	E1
4971	6.5	2	2	E2
9582	12.5	3	3	E3
13896	18.1	4	4	E4
9919	12.9	5	5	E5
6986	9.1	6	6	E6
5426	7.1	7	7	E7
1314	1.7	8	8	E8
497	0.6	9	9	E9
308	0.4	11	11	W1
864	1.1	12	12	W2
527	0.7	13	13	W3
258	0.3	14	14	W4
40	0.1	15	15	W5
37	0.0	20	20	Officer unknown
2760	3.6	21	21	O1
2595	3.4	22	22	O2
7273	9.5	23	23	O3
3832	5.0	24	24	O4
2133	2.8	25	25	O5
674	0.9	26	26	O6
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

RANKABB - The sample member's abbreviated rank is ... <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
$CHAR7	CHAR	7	$CHAR7

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0			Missing data
291	0.4	AB	AB	AB
584	0.8	AMN	AMN	AMN
3047	4.0	CAPT	CAPT	CAPT
449	0.6	CDR	CDR	CDR
115	0.1	CMSGT	CMSGT	CMSGT
504	0.7	COL	COL	COL
7513	9.8	CPL	CPL	CPL
1255	1.6	CPO	CPO	CPO
2538	3.3	CPT	CPT	CPT
809	1.1	ENS	ENS	ENS
545	0.7	GYSGT	GYSGT	GYSGT
820	1.1	LCDR	LCDR	LCDR
2986	3.9	LCPL	LCPL	LCPL
1865	2.4	LT	LT	LT
789	1.0	LTC	LTC	LTC
901	1.2	LTCOL	LTCOL	LTCOL
852	1.1	LTJG	LTJG	LTJG
3020	3.9	MAJ	MAJ	MAJ
141	0.2	MCPO	MCPO	MCPO
83	0.1	MGYSGT	MGYSGT	MGYSGT
531	0.7	MSG	MSG	MSG
1507	2.0	MSGT	MSGT	MSGT

(CONTINUED)

RANKABB - The sample member's abbreviated rank is ... <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3458	4.5	PFC	PFC	PFC
2730	3.6	PVT	PVT	PVT
1834	2.4	SA	SA	SA
329	0.4	SCPO	SCPO	SCPO
2308	3.0	SFC	SFC	SFC
158	0.2	SGM	SGM	SGM
6949	9.1	SGT	SGT	SGT
267	0.3	SMSGT	SMSGT	SMSGT
3277	4.3	SN	SN	SN
1009	1.3	SR	SR	SR
2614	3.4	SSG	SSG	SSG
2877	3.7	SSGT	SSGT	SSGT
1163	1.5	TSGT	TSGT	TSGT
63	0.1	WO	WO	WO
838	1.1	1LT	1LT	1LT
906	1.2	1STLT	1STLT	1STLT
1237	1.6	A1C	A1C	A1C
2384	3.1	PO1	PO1	PO1
246	0.3	WO1	WO1	WO1
997	1.3	2LT	2LT	2LT
955	1.2	2NDLT	2NDLT	2NDLT
606	0.8	CW2	CW2	CW2
265	0.3	CWO2	CWO2	CWO2
3265	4.3	PO2	PO2	PO2
221	0.3	CW03	CW03	CW03
310	0.4	CW3	CW3	CW3
4042	5.3	PO3	PO3	PO3

(CONTINUED)

RANKABB - The sample member's abbreviated rank is ... <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
151	0.2	CW4	CW4	CW4
109	0.1	CWO4	CWO4	CWO4
30	0.0	CW5	CW5	CW5
10	0.0	CWO5	CWO5	CWO5
76754	100.0	TOTALS		

THIS VARIABLE IS TAKEN FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

M_SEA - This variable indicates the sample member's sea/shore code except when the individual is not in the u.s. reserves or regular active duty navy.

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSSHR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60862	79.3	-9	.	AGR
8499	11.1	0	0	Not Navy Active
3644	4.7	1	1	Shore Duty (NAVY ACTIVE)
2631	3.4	2	2	Sea Duty/CONUS (NAVY ACTIVE)
311	0.4	3	3	Overseas Shore (NAVY ACTIVE)
424	0.6	4	4	Non-rotated Sea Duty, ported overseas (NAVY ACTIVE)
38	0.0	5	5	Neutral Duty-Tenders/CONUS (NAVY ACTIVE)
345	0.4	6	6	Preferred Overseas Shore Duty (NAVY ACTIVE)
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

AS A RESULT OF MERGING THE ADMF AND THE RCCPDS FILE THE SAMPLE MEMBER'S SEA/SHORE STATUS IS UNAVAILABLE FOR AGR/TARS WHO WERE ASSIGNED A VALUE OF '.' AND NON-ACTIVE DUTY NAVY WHO ARE ASSIGNED A VALUE OF '0'. VALUES OF '.' OR '0' ARE NEVER USED FOR REGULAR ACTIVE DUTY NAVY INDIVIDUALS. OTHERWISE THE CODING FOR M_SEA IS THE SAME AS THE SEA/SHORE VARIABLE FOUND ON THE ADMF.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC_COMP - This variable indicates the sample member's service component code. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDSVCMP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
73204	95.4	1	1	Reg Active Duty
1778	2.3	2	2	Active Duty Nat Guard
1772	2.3	3	3	Active Duty Reserves
76754	100.0	TOTALS		

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

A VALUE OF 2 OR 3 INDICATES THAT THE RCCPDS FILE WAS THE SOURCE FOR THE RECORD.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EDTAFMS	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
184	0.2	0	0	Unknown
851	1.1	1	1	1
606	0.8	2	2	2
749	1.0	3	3	3
521	0.7	4	4	4
653	0.9	5	5	5
769	1.0	6	6	6
596	0.8	7	7	7
903	1.2	8	8	8
803	1.0	9	9	9
953	1.2	10	10	10
774	1.0	11	11	11
442	0.6	12	12	12
552	0.7	13	13	13
544	0.7	14	14	14
694	0.9	15	15	15
458	0.6	16	16	16
583	0.8	17	17	17
716	0.9	18	18	18
656	0.9	19	19	19
807	1.1	20	20	20
739	1.0	21	21	21
923	1.2	22	22	22

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
668	0.9	23	23	23
359	0.5	24	24	24
450	0.6	25	25	25
496	0.6	26	26	26
593	0.8	27	27	27
436	0.6	28	28	28
509	0.7	29	29	29
571	0.7	30	30	30
614	0.8	31	31	31
701	0.9	32	32	32
825	1.1	33	33	33
809	1.1	34	34	34
593	0.8	35	35	35
396	0.5	36	36	36
496	0.6	37	37	37
445	0.6	38	38	38
485	0.6	39	39	39
392	0.5	40	40	40
533	0.7	41	41	41
571	0.7	42	42	42
637	0.8	43	43	43
582	0.8	44	44	44
646	0.8	45	45	45
706	0.9	46	46	46
770	1.0	47	47	47
383	0.5	48	48	48
418	0.5	49	49	49

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
347	0.5	50	50	50
427	0.6	51	51	51
215	0.3	52	52	52
272	0.4	53	53	53
347	0.5	54	54	54
320	0.4	55	55	55
355	0.5	56	56	56
385	0.5	57	57	57
502	0.7	58	58	58
448	0.6	59	59	59
205	0.3	60	60	60
259	0.3	61	61	61
301	0.4	62	62	62
345	0.4	63	63	63
205	0.3	64	64	64
310	0.4	65	65	65
335	0.4	66	66	66
354	0.5	67	67	67
368	0.5	68	68	68
377	0.5	69	69	69
407	0.5	70	70	70
424	0.6	71	71	71
189	0.2	72	72	72
252	0.3	73	73	73
239	0.3	74	74	74
263	0.3	75	75	75
207	0.3	76	76	76

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
266	0.3	77	77	77
275	0.4	78	78	78
377	0.5	79	79	79
389	0.5	80	80	80
320	0.4	81	81	81
352	0.5	82	82	82
444	0.6	83	83	83
223	0.3	84	84	84
250	0.3	85	85	85
253	0.3	86	86	86
264	0.3	87	87	87
189	0.2	88	88	88
254	0.3	89	89	89
248	0.3	90	90	90
290	0.4	91	91	91
312	0.4	92	92	92
289	0.4	93	93	93
310	0.4	94	94	94
300	0.4	95	95	95
198	0.3	96	96	96
203	0.3	97	97	97
180	0.2	98	98	98
229	0.3	99	99	99
171	0.2	100	100	100
206	0.3	101	101	101
232	0.3	102	102	102
262	0.3	103	103	103

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
224	0.3	104	104	104
262	0.3	105	105	105
229	0.3	106	106	106
333	0.4	107	107	107
165	0.2	108	108	108
178	0.2	109	109	109
209	0.3	110	110	110
231	0.3	111	111	111
178	0.2	112	112	112
192	0.3	113	113	113
247	0.3	114	114	114
237	0.3	115	115	115
239	0.3	116	116	116
286	0.4	117	117	117
236	0.3	118	118	118
354	0.5	119	119	119
191	0.2	120	120	120
172	0.2	121	121	121
180	0.2	122	122	122
196	0.3	123	123	123
135	0.2	124	124	124
178	0.2	125	125	125
183	0.2	126	126	126
185	0.2	127	127	127
224	0.3	128	128	128
235	0.3	129	129	129
243	0.3	130	130	130

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
268	0.3	131	131	131
152	0.2	132	132	132
168	0.2	133	133	133
152	0.2	134	134	134
209	0.3	135	135	135
150	0.2	136	136	136
166	0.2	137	137	137
195	0.3	138	138	138
181	0.2	139	139	139
202	0.3	140	140	140
220	0.3	141	141	141
220	0.3	142	142	142
277	0.4	143	143	143
166	0.2	144	144	144
167	0.2	145	145	145
193	0.3	146	146	146
178	0.2	147	147	147
152	0.2	148	148	148
180	0.2	149	149	149
195	0.3	150	150	150
181	0.2	151	151	151
214	0.3	152	152	152
196	0.3	153	153	153
214	0.3	154	154	154
205	0.3	155	155	155
166	0.2	156	156	156
132	0.2	157	157	157

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
198	0.3	158	158	158
201	0.3	159	159	159
145	0.2	160	160	160
200	0.3	161	161	161
199	0.3	162	162	162
217	0.3	163	163	163
201	0.3	164	164	164
218	0.3	165	165	165
250	0.3	166	166	166
169	0.2	167	167	167
150	0.2	168	168	168
126	0.2	169	169	169
125	0.2	170	170	170
188	0.2	171	171	171
137	0.2	172	172	172
136	0.2	173	173	173
198	0.3	174	174	174
224	0.3	175	175	175
216	0.3	176	176	176
257	0.3	177	177	177
216	0.3	178	178	178
284	0.4	179	179	179
127	0.2	180	180	180
143	0.2	181	181	181
132	0.2	182	182	182
180	0.2	183	183	183
112	0.1	184	184	184

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
132	0.2	185	185	185
205	0.3	186	186	186
224	0.3	187	187	187
212	0.3	188	188	188
236	0.3	189	189	189
233	0.3	190	190	190
235	0.3	191	191	191
139	0.2	192	192	192
171	0.2	193	193	193
163	0.2	194	194	194
179	0.2	195	195	195
95	0.1	196	196	196
128	0.2	197	197	197
167	0.2	198	198	198
207	0.3	199	199	199
231	0.3	200	200	200
260	0.3	201	201	201
281	0.4	202	202	202
235	0.3	203	203	203
155	0.2	204	204	204
138	0.2	205	205	205
121	0.2	206	206	206
183	0.2	207	207	207
123	0.2	208	208	208
151	0.2	209	209	209
151	0.2	210	210	210
186	0.2	211	211	211

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
227	0.3	212	212	212
231	0.3	213	213	213
276	0.4	214	214	214
179	0.2	215	215	215
117	0.2	216	216	216
134	0.2	217	217	217
134	0.2	218	218	218
174	0.2	219	219	219
103	0.1	220	220	220
131	0.2	221	221	221
165	0.2	222	222	222
218	0.3	223	223	223
207	0.3	224	224	224
228	0.3	225	225	225
262	0.3	226	226	226
173	0.2	227	227	227
118	0.2	228	228	228
143	0.2	229	229	229
149	0.2	230	230	230
186	0.2	231	231	231
109	0.1	232	232	232
132	0.2	233	233	233
158	0.2	234	234	234
170	0.2	235	235	235
188	0.2	236	236	236
188	0.2	237	237	237
289	0.4	238	238	238

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
148	0.2	239	239	239
106	0.1	240	240	240
103	0.1	241	241	241
103	0.1	242	242	242
88	0.1	243	243	243
66	0.1	244	244	244
73	0.1	245	245	245
80	0.1	246	246	246
103	0.1	247	247	247
109	0.1	248	248	248
108	0.1	249	249	249
156	0.2	250	250	250
84	0.1	251	251	251
80	0.1	252	252	252
55	0.1	253	253	253
72	0.1	254	254	254
82	0.1	255	255	255
46	0.1	256	256	256
58	0.1	257	257	257
65	0.1	258	258	258
68	0.1	259	259	259
93	0.1	260	260	260
90	0.1	261	261	261
132	0.2	262	262	262
74	0.1	263	263	263
35	0.0	264	264	264
38	0.0	265	265	265

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33	0.0	266	266	266
52	0.1	267	267	267
24	0.0	268	268	268
41	0.1	269	269	269
35	0.0	270	270	270
51	0.1	271	271	271
53	0.1	272	272	272
55	0.1	273	273	273
105	0.1	274	274	274
29	0.0	275	275	275
32	0.0	276	276	276
38	0.0	277	277	277
38	0.0	278	278	278
40	0.1	279	279	279
37	0.0	280	280	280
39	0.1	281	281	281
57	0.1	282	282	282
60	0.1	283	283	283
57	0.1	284	284	284
41	0.1	285	285	285
59	0.1	286	286	286
30	0.0	287	287	287
27	0.0	288	288	288
24	0.0	289	289	289
18	0.0	290	290	290
26	0.0	291	291	291
13	0.0	292	292	292

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
37	0.0	293	293	293
21	0.0	294	294	294
30	0.0	295	295	295
34	0.0	296	296	296
26	0.0	297	297	297
55	0.1	298	298	298
32	0.0	299	299	299
26	0.0	300	300	300
18	0.0	301	301	301
30	0.0	302	302	302
19	0.0	303	303	303
10	0.0	304	304	304
18	0.0	305	305	305
20	0.0	306	306	306
24	0.0	307	307	307
25	0.0	308	308	308
29	0.0	309	309	309
39	0.1	310	310	310
17	0.0	311	311	311
9	0.0	312	312	312
12	0.0	313	313	313
13	0.0	314	314	314
19	0.0	315	315	315
13	0.0	316	316	316
12	0.0	317	317	317
15	0.0	318	318	318
24	0.0	319	319	319

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19	0.0	320	320	320
8	0.0	321	321	321
36	0.0	322	322	322
18	0.0	323	323	323
10	0.0	324	324	324
8	0.0	325	325	325
12	0.0	326	326	326
15	0.0	327	327	327
9	0.0	328	328	328
9	0.0	329	329	329
11	0.0	330	330	330
13	0.0	331	331	331
14	0.0	332	332	332
15	0.0	333	333	333
18	0.0	334	334	334
8	0.0	335	335	335
10	0.0	336	336	336
6	0.0	337	337	337
8	0.0	338	338	338
12	0.0	339	339	339
3	0.0	340	340	340
16	0.0	341	341	341
7	0.0	342	342	342
14	0.0	343	343	343
14	0.0	344	344	344
12	0.0	345	345	345
12	0.0	346	346	346

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11	0.0	347	347	347
3	0.0	348	348	348
2	0.0	349	349	349
6	0.0	350	350	350
6	0.0	351	351	351
2	0.0	352	352	352
6	0.0	353	353	353
8	0.0	354	354	354
9	0.0	355	355	355
10	0.0	356	356	356
10	0.0	357	357	357
8	0.0	358	358	358
9	0.0	359	359	359
4	0.0	360	360	360
3	0.0	361	361	361
2	0.0	362	362	362
3	0.0	363	363	363
3	0.0	365	365	365
4	0.0	366	366	366
2	0.0	367	367	367
1	0.0	368	368	368
2	0.0	370	370	370
1	0.0	371	371	371
1	0.0	372	372	372
1	0.0	374	374	374
2	0.0	376	376	376
1	0.0	377	377	377

(CONTINUED)

TAFMS - This variable indicates the sample member's total active federal months of service. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	378	378	378
1	0.0	379	379	379
4	0.0	380	380	380
1	0.0	381	381	381
1	0.0	382	382	382
1	0.0	385	385	385
1	0.0	388	388	388
1	0.0	390	390	390
2	0.0	391	391	391
1	0.0	392	392	392
1	0.0	393	393	393
1	0.0	395	395	395
2	0.0	396	396	396
1	0.0	399	399	399
1	0.0	406	406	406
1	0.0	407	407	407
2	0.0	410	410	410
1	0.0	411	411	411
1	0.0	417	417	417
1	0.0	418	418	418
11	0.0	420	420	420-480
76754	98.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE, TAKEN FROM THE DMDC MASTER FILE, IS EDITED SUCH THAT VALUES OVER 420 MONTHS AND LESS THAN OR EQUAL TO 480 MONTHS ARE RECODED TO 420 WHILE VALUES OVER 480 MONTHS ARE RECODED TO UNKNOWN.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

ZIPSTATE - This variable indicates the sample member's zip code state.
<survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDZIP	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1506	2.0	0	0	Unknown
832	1.1	1	1	Alabama
804	1.0	2	2	Alaska
947	1.2	4	4	Arizona
186	0.2	5	5	Arkansas
9072	11.8	6	6	California
1089	1.4	8	8	Colorado
256	0.3	9	9	Connecticut
130	0.2	10	10	Delaware
1997	2.6	11	11	District of Columbia
2934	3.8	12	12	Florida
2471	3.2	13	13	Georgia
438	0.6	14	14	Guam
2174	2.8	15	15	Hawaii
89	0.1	16	16	Idaho
1132	1.5	17	17	Illinois
78	0.1	18	18	Indiana
42	0.1	19	19	Iowa
769	1.0	20	20	Kansas
1244	1.6	21	21	Kentucky
865	1.1	22	22	Louisiana
84	0.1	23	23	Maine
1108	1.4	24	24	Maryland

(CONTINUED)

ZIPSTATE - This variable indicates the sample member's zip code state.
<survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
419	0.5	25	25	Massachusetts
233	0.3	26	26	Michigan
63	0.1	27	27	Minnesota
540	0.7	28	28	Mississippi
557	0.7	29	29	Missouri
116	0.2	30	30	Montana
298	0.4	31	31	Nebraska
250	0.3	32	32	Nevada
49	0.1	33	33	New Hampshire
541	0.7	34	34	New Jersey
614	0.8	35	35	New Mexico
1131	1.5	36	36	New York
4955	6.5	37	37	North Carolina
234	0.3	38	38	North Dakota
441	0.6	39	39	Ohio
1080	1.4	40	40	Oklahoma
192	0.3	41	41	Oregon
322	0.4	42	42	Pennsylvania
442	0.6	43	43	Puerto Rico
236	0.3	44	44	Rhode Island
1297	1.7	45	45	South Carolina
95	0.1	46	46	South Dakota
351	0.5	47	47	Tennessee
5260	6.9	48	48	Texas
173	0.2	49	49	Utah
17	0.0	50	50	Vermont
3976	5.2	51	51	Virginia

(CONTINUED)

ZIPSTATE - This variable indicates the sample member's zip code state.
<survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	52	52	Virgin Islands
1572	2.0	53	53	Washington
34	0.0	54	54	West Virginia
101	0.1	55	55	Wisconsin
103	0.1	56	56	Wyoming
5257	6.8	254	254	FPO ZIP code (NA to Army or Air Force)
15555	20.3	255	255	APO ZIP code
76754	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DENBLK2 - Black Density Category (4)

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DENBLK	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33351	43.5	1	1	Low (Enlisted, 2.4% - 22.3%)
22102	28.8	2	2	High (Enlisted, 22.8% - 38.1%)
13412	17.5	3	3	Low (Officer, 0.0% - 8.4%)
7889	10.3	4	4	High (Officer, 8.4% - 21.0%)
76754	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DENHSP2 - Hispanic Density Category (4)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	DENHSP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
27273	35.5	1	1	Low (Enlisted, 3.0% - 6.3%)
28180	36.7	2	2	High (Enlisted, 6.5% - 8.5%)
11533	15.0	3	3	Low (Officer, 0.0% - 2.8%)
9768	12.7	4	4	High (Officer, 2.8% - 7.8%)
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

DENMNR2 - Minority Density Category (4)

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DENMNR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32160	41.9	1	1	Low (Enlisted, 8.1% - 33.2%)
23293	30.3	2	2	High (Enlisted, 33.5% - 53.0%)
13320	17.4	3	3	Low (Officer, 0.0% - 14.8%)
7981	10.4	4	4	High (Officer, 15.0% - 34.7%)
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

INELCODE - Ineligibility Status Code

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
INELCODE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33641	43.8	0	0	Study Nonrespondents
3075	4.0	1	1	Ineligible Based on Military Records
183	0.2	2	2	Self-Report Ineligible
39855	51.9	3	3	Eligible
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SAMPLE MEMBERS WERE CLASSIFIED AS ELIGIBLE OR INELIGIBLE BASED ON INFORMATION SUCH AS MILITARY RECORDS AND SELF-REPORT RECORDS. THIS INFORMATION WAS USED TO CREATE THE ELIGIBILITY FLAG (ELIGFLGW). INELIGIBLE SUBJECTS ARE INCLUDED ON THE DATA SET FOR ANALYSIS PURPOSES BECAUSE THEY ARE REPRESENTATIVE OF OTHER INELIGIBLE SUBJECTS WHO DID NOT RESPOND.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

MISRELQS - Indicator For Missing Relevant Questions

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	MISRELQS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
40217	52.4	0	0	>=1 Relevant Qs Answered
36537	47.6	1	1	0 Relevant Qs Answered
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SEG1A - Segment Created For Response Modeling
SEG182

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	SEGMENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76325	99.4	0	0	Not in the segment
429	0.6	1	1	In the segment
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC1 - Population Total For Whites In The Army

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	297358	297358	297358
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC2 - Population Total For Blacks In The Army

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	130392	130392	130392
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC3 - Population Total For Hispanics In The Army

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	27918	27918	27918
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC4 - Population Total For Native Americans In The Army

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	3077	3077	3077
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC5 - Population Total For Asia/Pacific Islanders In The Army

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	11365	11365	11365
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC1RAC6 - Population Total For Others In The Army

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	15413	15413	15413
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC1 - Population Total For Whites In The Navy

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	284187	284187	284187
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC2 - Population Total For Blacks In The Navy

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	70924	70924	70924
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC3 - Population Total For Hispanics In The Navy

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	30735	30735	30735
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC4 - Population Total For Native Americans In The Navy

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	2536	2536	2536
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC5 - Population Total For Asia/Pacific Islanders In The Navy

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	21803	21803	21803
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC2RAC6 - Population Total For Others In The Navy

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	1461	1461	1461
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC1 - Population Total For Whites In The Marine Corps

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	122783	122783	122783
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC2 - Population Total For Blacks In The Marine Corps

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	27431	27431	27431
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC3 - Population Total For Hispanics In The Marine Corps

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	18008	18008	18008
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC4 - Population Total For Native Americans In The Marine Corps

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	1499	1499	1499
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC5 - Population Total For Asia/Pacific Islanders In The Marine Corps

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	3245	3245	3245
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC3RAC6 - Population Total For Others In The Marine Corps

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	1911	1911	1911
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC1 - Population Total For Whites In The Air Force

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A		6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	297806	297806	297806
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC2 - Population Total For Blacks In The Air Force

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	56964	56964	56964
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC3 - Population Total For Hispanics In The Air Force

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	15272	15272	15272
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC4 - Population Total For Native Americans In The Air Force

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	2042	2042	2042
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC5 - Population Total For Asia/Pacific Islanders In The Air Force

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	8031	8031	8031
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC4RAC6 - Population Total For Others In The Air Force

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	4607	4607	4607
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC5RAC1 - Population Total For Whites In The Coast Guard

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	28353	28353	28353
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC5RAC2 - Population Total For Blacks In The Coast Guard

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	2275	2275	2275
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC5RAC3 - Population Total For Hispanics In The Coast Guard

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	2011	2011	2011
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC5RAC4 - Population Total For Native Americans In The Coast Guard

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	781	781	781
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC5RAC5 - Population Total For Asia/Pacific Islanders In The Coast Guard

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	768	768	768
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC1 - Population Total For Whites In The AGR/TARs

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	49756	49756	49756
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC2 - Population Total For Blacks In The AGR/TARs

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	8377	8377	8377
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC3 - Population Total For Hispanics In The AGR/TARs

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	3443	3443	3443
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC4 - Population Total For Native Americans In The AGR/TARs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	535	535	535
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC5 - Population Total For Asia/Pacific Islanders In The AGR/TARs

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	1368	1368	1368
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SVC6RAC6 - Population Total For Others In The AGR/TARs

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76754	100.0	435	435	435
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

MISSCNT - Number Of Missing Relevant Questions

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31570	41.1	0	0	0
1814	2.4	1	1	1
951	1.2	2	2	2
159	0.2	3	3	3
103	0.1	4	4	4
30	0.0	5	5	5
24	0.0	6	6	6
13	0.0	7	7	7
16	0.0	8	8	8
13	0.0	9	9	9
20	0.0	10	10	10
8	0.0	11	11	11
9	0.0	12	12	12
16	0.0	13	13	13
29	0.0	14	14	14
4761	6.2	15	15	15
388	0.5	16	16	16
80	0.1	17	17	17
17	0.0	18	18	18
15	0.0	19	19	19
7	0.0	20	20	20
6	0.0	21	21	21
2	0.0	22	22	22
2	0.0	23	23	23

(CONTINUED)

MISSCNT - Number Of Missing Relevant Questions

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	24	24	24
25	0.0	25	25	25
18	0.0	26	26	26
8	0.0	27	27	27
3	0.0	28	28	28
2	0.0	29	29	29
31	0.0	30	30	30
8	0.0	31	31	31
1	0.0	32	32	32
1	0.0	33	33	33
2	0.0	35	35	35
2	0.0	37	37	37
2	0.0	38	38	38
1	0.0	39	39	39
2	0.0	40	40	40
4	0.0	41	41	41
3	0.0	42	42	42
1	0.0	43	43	43
1	0.0	44	44	44
1	0.0	46	46	46
3	0.0	47	47	47
1	0.0	48	48	48
3	0.0	49	49	49
2	0.0	50	50	50
1	0.0	51	51	51
1	0.0	52	52	52
1	0.0	53	53	53
4	0.0	54	54	54

(CONTINUED)

MISSCNT - Number Of Missing Relevant Questions

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	55	55	55
6	0.0	56	56	56
36537	47.6	57	57	57
76754	99.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

MISSCNT IS A CONTINUOUS VARIABLE.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

NRSPCODE - Nonrespondent Status Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	NRSPCODE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43113	56.2	0	0	Study Respondent
77	0.1	1	1	Refused participation
107	0.1	2	2	Returned blank questionnaire
122	0.2	3	3	Missing answers to all relevant questions
523	0.7	4	4	Postal non-delivery
32812	42.7	5	5	Nonrespondent
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

R_CRACE - Recoded Race/Ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	RCRACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17161	22.4	1	1	White or Unknown/Missing
18500	24.1	2	2	Black
16685	21.7	3	3	Hispanic
7934	10.3	4	4	Native American
13383	17.4	5	5	Asia/Pacific Islander
3091	4.0	6	6	Other
76754	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

REGION3 - Location

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	REGION	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3336	4.3	1	1	Northeast United States
4096	5.3	2	2	North Central United States
31547	41.1	3	3	South United States
19010	24.8	4	4	West United States
7498	9.8	5	5	Europe
7062	9.2	6	6	Asia, Pacific Islands
3839	5.0	7	7	Other
366	0.5	8	8	Missing
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

PSTSTRAT - Post-Stratification Weight Adjustment

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
18.14	NUM	8	STDOS18.14

PSTSTRAT IS A CONTINUOUS VARIABLE. THERE ARE 33,641 NON-RESPONDENTS WITH ZERO ADJUSTMENTS AND 43,113 (ELIGIBLE AND NONELIGIBLE) RESPONDENTS WITH ADJUSTMENTS IN THE RANGE OF 0.97 TO 1.05.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

SAMPWT - Sampling Weight

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
18.14	NUM	8	STDOS18.14

SAMPWT IS A CONTINUOUS VARIABLE IN THE RANGE OF 1 TO 184.26.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

RSPPROP - Response Adjustment

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
18.14	NUM	8	STDOS18.14

RSPPROP IS A CONTINUOUS VARIABLE. THERE ARE 33,641 NON-RESPONDENTS WITH ZERO ADJUSTMENTS AND 43,113 (ELIGIBLE AND NONELIGIBLE) RESPONDENTS WITH ADJUSTMENTS IN THE RANGE OF 1.04 TO 5.92.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

RSPADJWT - Response Adjusted Sampling Weight

OS DATA	
COLS	LENGTH
N/A	N/A

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
18.14	NUM	8	STDOS18.14

RSPADJWT IS A CONTINUOUS VARIABLE. THERE ARE 33,641 NON-RESPONDENTS WITH ZERO WEIGHTS AND 43,113 (ELIGIBLE AND NONELIGIBLE) RESPONDENTS WITH WEIGHTS IN THE RANGE OF 1.04 TO 596.42.

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

EDLEVEL - Education Category From Military Records

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
N/A	N/A	EDLEVEL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
394	0.5	1	1	Less Than High School
46825	61.0	2	2	High School Graduate or Unknown
9285	12.1	3	3	Some College But Less Than 4-Year Degree
20250	26.4	4	4	4-Year College Graduate, Graduate School
76754	100.0	TOTALS		

SEE DMDC REPORT 97-025, "THE 1996 ARMED FORCES EQUAL OPPORTUNITY SURVEY: STATISTICAL METHODOLOGY REPORT" FOR DETAILS CONCERNING THE USE OF THIS VARIABLE DURING CONSTRUCTION OF THE ANALYSIS WEIGHTS.

Appendix H

Flat File (OS) Layout for the Public-release File

Flat File (OS) Layout for the Public-release File

Variable	Type	Start	Stop	Length	Label
SRSEX	Num	0001	0002	02	Gender
SRSVC	Num	0003	0004	02	In what Service are you
SRRACISP	Num	0005	0006	02	Race - Indian specify
SRRACASP	Num	0007	0008	02	Race - Asian specify
SRRACOSP	Num	0009	0010	02	Race - Other specify
EQ9610SP	Num	0011	0012	02	Past yr:place srvd active-dty time/state
EQ9611	Num	0013	0014	02	Past yr: lived where
EQ9612A	Num	0015	0016	02	Excluding self
EQ9612B	Num	0017	0018	02	Excluding self
EQ9614	Num	0019	0020	02	Past yr: marital status = married
EQ9614SK	Num	0021	0022	02	Past yr: marital status = married (SK)
SPRACISP	Num	0023	0024	02	Race of spouse: Indian (specify)
SPRACASP	Num	0025	0026	02	Race of spouse: Asian (specify)
SPRACOSP	Num	0027	0028	02	Race of spouse: Other (specify)
EQ9620	Num	0029	0030	02	Is this location permanent duty station
EQ9621A	Num	0031	0032	02	Are you: student in military course
EQ9621B	Num	0033	0034	02	Are you: serving aboard ship at sea
EQ9621C	Num	0035	0036	02	Are you: in work env
EQ9621D	Num	0037	0038	02	Are you: in work env minorities uncommon
EQ9621E	Num	0039	0040	02	Are you: dplyd on peace keeping mission
EQ9622	Num	0041	0042	02	Gender of immediate supervisor
EQ9623	Num	0043	0044	02	Immediate supervisor of Spanish descent
EQ9624	Num	0045	0046	02	Race of immediate supervisor
EQ9624SP	Num	0047	0048	02	Race of immediate supervisor (specify)
EQ9625A	Num	0049	0050	02	Work makes use of skills
EQ9625B	Num	0051	0052	02	Receive info to do your job
EQ9625C	Num	0053	0054	02	Supv tells info for you to do your job
EQ9625D	Num	0055	0056	02	Supv tell when they don't understand you
EQ9626A	Num	0057	0058	02	Satis: opportunities for promotion
EQ9626B	Num	0059	0060	02	Satis: pay/benefits
EQ9626C	Num	0061	0062	02	Satis: job security
EQ9626D	Num	0063	0064	02	Satis: direction/supervision you receive
EQ9626E	Num	0065	0066	02	Satis: relationship with co-workers
EQ9626F	Num	0067	0068	02	Satis: kind of work you do
EQ9626G	Num	0069	0070	02	Satis: chances to acquire job skills
EQ9626H	Num	0071	0072	02	Satis: job as a whole
EQ9627A	Num	0073	0074	02	Get assignments for competitive prmtn
EQ9627B	Num	0075	0076	02	Eval/select effective in promoting best
EQ9627C	Num	0077	0078	02	Promoted as high as my ability/effort
EQ9627D	Num	0079	0080	02	Proud to be member of service
EQ9627E	Num	0081	0082	02	Being member inspires me to do best job
EQ9628	Num	0083	0084	02	How likely to remain in military
EQ9629AA	Num	0085	0086	02	Mil: unwelcome attempts to discuss race
EQ9629AB	Num	0087	0088	02	Mil: told racist stories/jokes
EQ9629AC	Num	0089	0090	02	Mil: condescending due to race/ethnicity
EQ9629AD	Num	0091	0092	02	Mil: distribute racist materials

Variable	Type	Start	Stop	Length	Label
EQ9629AE	Num	0093	0094	02	Mil: displayed racist tattoos/clothing
EQ9629AF	Num	0095	0096	02	Mil: not included in actvty due to race
EQ9629AG	Num	0097	0098	02	Mil: uncomfortable
EQ9629AH	Num	0099	0100	02	Mil: offensive marks about appearance
EQ9629AI	Num	0101	0102	02	Mil: remarks your race not suited to job
EQ9629AJ	Num	0103	0104	02	Mil: offensive remarks about race
EQ9629AK	Num	0105	0106	02	Mil: vandalized property due to race
EQ9629AL	Num	0107	0108	02	Mil: threatened with retaliaton
EQ9629AM	Num	0109	0110	02	Mil: physically threatened/intimidated
EQ9629AN	Num	0111	0112	02	Mil: assaulted you physically
EQ9629AO	Num	0113	0114	02	Mil: bothered or hurt your family
EQ9629BA	Num	0115	0116	02	Civ: unwelcome attempts to discuss race
EQ9629BB	Num	0117	0118	02	Civ: told racist stories/jokes
EQ9629BC	Num	0119	0120	02	Civ: condescending due to race/ethnicity
EQ9629BD	Num	0121	0122	02	Civ: distribute racist materials
EQ9629BE	Num	0123	0124	02	Civ: displayed racist tattoos/clothing
EQ9629BF	Num	0125	0126	02	Civ: not included in actvty due to race
EQ9629BG	Num	0127	0128	02	Civ: uncomfortable
EQ9629BH	Num	0129	0130	02	Civ: offensive marks about appearance
EQ9629BI	Num	0131	0132	02	Civ: remarks your race not suited to job
EQ9629BJ	Num	0133	0134	02	Civ: offensive remarks about race
EQ9629BK	Num	0135	0136	02	Civ: vandalized property duc to race
EQ9629BL	Num	0137	0138	02	Civ: threatened with retaliaton
EQ9629BM	Num	0139	0140	02	Civ: physically threatened/intimidated
EQ9629BN	Num	0141	0142	02	Civ: assaulted you physically
EQ9629BO	Num	0143	0144	02	Civ: bothered or hurt your family
EQ9630A	Num	0145	0146	02	Rated lower than deserved on last eval
EQ9630B	Num	0147	0148	02	Last eval contained unjustified comments
EQ9630C	Num	0149	0150	02	Held to higher performance std than othr
EQ9630D	Num	0151	0152	02	Didn't receive award like others
EQ9630E	Num	0153	0154	02	Assignmt has not made use of job skills
EQ9630F	Num	0155	0156	02	Unable to attend major sch nec for job
EQ9630G	Num	0157	0158	02	Unable to attend sht courses nec for job
EQ9630H	Num	0159	0160	02	Received lower grades than deserved
EQ9630I	Num	0161	0162	02	Didn't get job due to scores on test
EQ9630J	Num	0163	0164	02	Current assignment not good for career
EQ9630K	Num	0165	0166	02	No shrt-trm tsks to prepare for advncmnt
EQ9630L	Num	0167	0168	02	No prof rel for career dvlpmnt advice
EQ9630M	Num	0169	0170	02	Learnd of opportnties to late for career
EQ9630N	Num	0171	0172	02	No straight answers about prmtn pssblty
EQ9630O	Num	0173	0174	02	Discriminated against for non-gvt house
EQ9630P	Num	0175	0176	02	Unwelcomed by local business
EQ9630Q	Num	0177	0178	02	Didn't receive appropriate medical care
EQ9630R	Num	0179	0180	02	Received poorer mil support service
EQ9630S	Num	0181	0182	02	Excluded by peers from social activities
EQ9630T	Num	0183	0184	02	Local civ police harassed me/family
EQ9630U	Num	0185	0186	02	Watchd closer than othrs by mil police
EQ9630V	Num	0187	0188	02	Wrongly taken to nonjudical pnshmnt

Variable	Type	Start	Stop	Length	Label
EQ9630W	Num	0189	0190	02	Punished when others were not
EQ9630X	Num	0191	0192	02	Afraid to leave installation due to gang
EQ9630Y	Num	0193	0194	02	Afraid to leave installation
EQ9630Z	Num	0195	0196	02	Afraid due to gangs on installation
EQ9631	Num	0197	0198	02	Bad race/ethnicity experience in past yr
EQ9631SP	Num	0199	0200	02	Bad race/ethnicity exp in past yr (SP)
EQ9632	Num	0201	0202	02	DoD responsible to prevent race hrssmnt
EQ9632S1	Num	0203	0204	02	DoD responsible to prvnt race hrssmnt S1
EQ9632S2	Num	0205	0206	02	DoD responsible to prvnt race hrssmnt S2
EQ9633A	Num	0207	0208	02	Bthrd most: offensive speech
EQ9633B	Num	0209	0210	02	Bthrd most: offensive music
EQ9633C	Num	0211	0212	02	Bthrd most: non-vrbl looks/dress/apprnc
EQ9633D	Num	0213	0214	02	Bthrd most: threats/intmdt/vndlsm/asslt
EQ9633E	Num	0215	0216	02	Bthrd most: left out socially
EQ9633F	Num	0217	0218	02	Bthrd most: left out of info affctng job
EQ9633G	Num	0219	0220	02	Bthrd most: assignments discrimination
EQ9633H	Num	0221	0222	02	Bthrd most: dscpln/pnshmnt discriminatn
EQ9633I	Num	0223	0224	02	Bthrd most: hrssmnt/dscrmntn by police
EQ9633J	Num	0225	0226	02	Bthrd most: training discrimination
EQ9633K	Num	0227	0228	02	Bthrd most:hrssmnt/dscrmntn by svc prvdr
EQ9633L	Num	0229	0230	02	Bthrd most: career dvlpmnt discriminatn
EQ9633M	Num	0231	0232	02	Bthrd most: prfmnc eval discrimination
EQ9633N	Num	0233	0234	02	Bthrd most: other
EQ9633SP	Num	0235	0236	02	Bthrd most: other (specify)
EQ9634A	Num	0237	0238	02	Bthrd mostly at military installation
EQ9634B	Num	0239	0240	02	Bthrd mostly at work
EQ9634C	Num	0241	0242	02	Bthrd mostly during duty hours
EQ9634D	Num	0243	0244	02	Bthrd mostly in local community
EQ9634E	Num	0245	0246	02	Bthrd mostly to you
EQ9634F	Num	0247	0248	02	Bthrd mostly to your family
EQ9635A	Num	0249	0250	02	Worse sit occurd:while stud in mil class
EQ9635B	Num	0251	0252	02	Worse sit occurd: while ship at sea
EQ9635C	Num	0253	0254	02	Worse sit occurd: wk env conflict uncom
EQ9635D	Num	0255	0256	02	Worse sit occurd: wk env minorit uncom
EQ9635E	Num	0257	0258	02	Worse sit occurd: deplyed on peace missn
EQ9635F	Num	0259	0260	02	Worse sit occurd: at current dty station
EQ9636	Num	0261	0262	02	Where did situation occur
EQ9636SP	Num	0263	0264	02	Where did situation occur (SP)
EQ9637A	Num	0265	0266	02	Who did it: immediate supervisor
EQ9637B	Num	0267	0268	02	Who did it: unit commander
EQ9637C	Num	0269	0270	02	Who did it: person of higher rank/grade
EQ9637D	Num	0271	0272	02	Who did it: co-worker(s)
EQ9637E	Num	0273	0274	02	Who did it: person(s) reporting to you
EQ9637F	Num	0275	0276	02	Who did it: service member(s)
EQ9637G	Num	0277	0278	02	Who did it: svc/DoD civ employee(s)
EQ9637H	Num	0279	0280	02	Who did it: svc/DoD civ contractor(s)
EQ9637I	Num	0281	0282	02	Who did it: person(s) in local community
EQ9637J	Num	0283	0284	02	Who did it: other or unknown person(s)

Variable	Type	Start	Stop	Length	Label
EQ9638	Num	0285	0286	02	Gender of person(s) who did it
EQ9639A	Num	0287	0288	02	Who did it
EQ9639B	Num	0289	0290	02	Who did it
EQ9639C	Num	0291	0292	02	Who did it
EQ9639D	Num	0293	0294	02	Who did it
EQ9639E	Num	0295	0296	02	Who did it
EQ9639F	Num	0297	0298	02	Who did it
EQ9639G	Num	0299	0300	02	Who did it
EQ9639SP	Num	0301	0302	02	Who did it
EQ9640A	Num	0303	0304	02	Situation was annoying
EQ9640B	Num	0305	0306	02	Situation was offensive
EQ9640C	Num	0307	0308	02	Situation was disturbing
EQ9640D	Num	0309	0310	02	Situation was threatening
EQ9641A	Num	0311	0312	02	Dscrm effect: lost time from work
EQ9641B	Num	0313	0314	02	Dscrm effect: decreased productivity
EQ9641C	Num	0315	0316	02	Dscrm effect: loss trust twrd co-worker
EQ9641D	Num	0317	0318	02	Dscrm effect: loss trust twrd supvr
EQ9641E	Num	0319	0320	02	Dscrm effect: thghts of getting out Svc
EQ9641F	Num	0321	0322	02	Dscrm effect: physical ailments
EQ9641G	Num	0323	0324	02	Dscrm effect: sadness or depression
EQ9641H	Num	0325	0326	02	Dscrm effect: anger or rage
EQ9641I	Num	0327	0328	02	Dscrm effect: stress
EQ9641J	Num	0329	0330	02	Dscrm effect: low self esteem
EQ9641K	Num	0331	0332	02	Dscrm effect: thoughts of suicide
EQ9641L	Num	0333	0334	02	Dscrm effect: thght of phys harm to prsn
EQ9642	Num	0335	0336	02	During situation
EQ9643	Num	0337	0338	02	How long did situation last
EQ9644	Num	0339	0340	02	Is situation still occuring
EQ9645A	Num	0341	0342	02	Took actn: ignored the behavior
EQ9645B	Num	0343	0344	02	Took actn: avoided the person(s)
EQ9645C	Num	0345	0346	02	Took actn: asked person(s) to stop
EQ9645D	Num	0347	0348	02	Took actn: askd someone to spk to person
EQ9645E	Num	0349	0350	02	Took actn: threatened to tell co-worker
EQ9645F	Num	0351	0352	02	Took actn: settled it myself physically
EQ9645G	Num	0353	0354	02	Took actn: acted like didn't bother me
EQ9645H	Num	0355	0356	02	Took actn: calld hotline for advice/info
EQ9645I	Num	0357	0358	02	Took actn: rqsted trnsfr/temp assgnmnt
EQ9645J	Num	0359	0360	02	Took actn: discussed w/someone unoffclly
EQ9645K	Num	0361	0362	02	Took actn: other actions to stop it
EQ9645SP	Num	0363	0364	02	Took actn: other actions (specify)
EQ9646	Num	0365	0366	02	Situation involved only civilians
EQ9647	Num	0367	0368	02	To whom did you report situation
EQ9647SK	Num	0369	0370	02	To whom did you report situation (SK)
EQ9648A	Num	0371	0372	02	Rptd sit to: immediate supervisor
EQ9648B	Num	0373	0374	02	Rptd sit to: someone in chain of command
EQ9648C	Num	0375	0376	02	Rptd sit to: supv of person who did it
EQ9648D	Num	0377	0378	02	Rptd sit to: mil law enfrcmnt official
EQ9648E	Num	0379	0380	02	Rptd sit to: spcl mil offc for complaint

Variable	Type	Start	Stop	Length	Label
EQ9648F	Num	0381	0382	02	Rptd sit to: Inspector General office
EQ9648G	Num	0383	0384	02	Rptd sit to: Judge Advocate General offc
EQ9648H	Num	0385	0386	02	Rptd sit to: othr instlltn/svc/DoD
EQ9648SK	Num	0387	0388	02	Rptd situation to:
EQ9648SP	Num	0389	0390	02	Rptd sit to: other (specify)
EQ9649	Num	0391	0392	02	Length of time since reporting it
EQ9650A	Num	0393	0394	02	Action: person was talked to
EQ9650B	Num	0395	0396	02	Action: person transferred/reassigned
EQ9650C	Num	0397	0398	02	Action: person(s) had to apologize
EQ9650D	Num	0399	0400	02	Action: rules explained more clearly
EQ9650E	Num	0401	0402	02	Action: complaint was investigated
EQ9650F	Num	0403	0404	02	Action: encouraged to drop the complaint
EQ9650G	Num	0405	0406	02	Action: cmplnt dscntd/not tkn seriously
EQ9650H	Num	0407	0408	02	Action: supv/othrs in cmnd were hostile
EQ9650I	Num	0409	0410	02	Action: co-workers hostile
EQ9650J	Num	0411	0412	02	Action: rqsted/grntd reassgnmnt/trnsfr
EQ9650K	Num	0413	0414	02	Action: reassigned against my will
EQ9650L	Num	0415	0416	02	Action: don't know what action was taken
EQ9650M	Num	0417	0418	02	Action: other
EQ9650SP	Num	0419	0420	02	Action: other (specify)
EQ9651A	Num	0421	0422	02	Satis w/avail info how to rprt cmplnt
EQ9651B	Num	0423	0424	02	Satis w/trtmnt by people handling cmplnt
EQ9651C	Num	0425	0426	02	Satis w/amount of time to resolve cmplnt
EQ9651D	Num	0427	0428	02	Satis w/kept infrmd about cmplnt prgrss
EQ9651E	Num	0429	0430	02	Satis w/investigation outcme explnd well
EQ9651F	Num	0431	0432	02	Satis w/complaint process overall
EQ9652	Num	0433	0434	02	Successful mil career chances affected
EQ9653	Num	0435	0436	02	Is action still being processed
EQ9653SK	Num	0437	0438	02	Is action still being processed (SK)
EQ9654A	Num	0439	0440	02	Cmplnt outcome: fnd to be substantiated
EQ9654B	Num	0441	0442	02	Cmplnt outcome: corrected the situation
EQ9654C	Num	0443	0444	02	Cmplnt outcome: took actn against person
EQ9654D	Num	0445	0446	02	Cmplnt outcome: took action against me
EQ9654E	Num	0447	0448	02	Cmplnt outcome: did nothing
EQ9654F	Num	0449	0450	02	Cmplnt outcome: don't know action
EQ9655	Num	0451	0452	02	Satisfaction w/outcome of complaint
EQ9656SK	Num	0453	0454	02	Rsns not rptd:didn't report dscrmntn-SK
EQ9656A	Num	0455	0456	02	Rsns not rptd:DNA
EQ9656B	Num	0457	0458	02	Rsns not rptd:didn't think it was import
EQ9656C	Num	0459	0460	02	Rsns not rptd:didn't know what to do
EQ9656D	Num	0461	0462	02	Rsns not rptd:took care problem myself
EQ9656E	Num	0463	0464	02	Rsns not rptd:nothing would have be done
EQ9656F	Num	0465	0466	02	Rsns not rptd:retaliation from person
EQ9656G	Num	0467	0468	02	Rsns not rptd:retaliation from frnds
EQ9656H	Num	0469	0470	02	Rsns not rptd:retaliation from supvr
EQ9656I	Num	0471	0472	02	Rsns not rptd:would not be believed
EQ9656J	Num	0473	0474	02	Rsns not rptd:make work sit unpleasant
EQ9656K	Num	0475	0476	02	Rsns not rptd:too much time and effort

Variable	Type	Start	Stop	Length	Label
EQ9656L	Num	0477	0478	02	Rsns not rptd:prsn not assgnd to my stn
EQ9656M	Num	0479	0480	02	Rsns not rptd:involved civ in community
EQ9656N	Num	0481	0482	02	Rsns not rptd:would be labeld troublemkr
EQ9656O	Num	0483	0484	02	Rsns not rptd:tlkd out of mkng frml rpt
EQ9656P	Num	0485	0486	02	Rsns not rptd:didn't want to hurt person
EQ9656Q	Num	0487	0488	02	Rsns not rptd:wanted to fit in
EQ9656R	Num	0489	0490	02	Rsns not rptd:didn't know name of person
EQ9656S	Num	0491	0492	02	Rsns not rptd:perf eval would suffer
EQ9656T	Num	0493	0494	02	Rsns not rptd:other reason
EQ9656SP	Num	0495	0496	02	Rsns not rptd:other reason (specify)
EQ9657	Num	0497	0498	02	Satisfaction w/way you handled situation
EQ9658A	Num	0499	0500	02	Actn tkn: estblshd policy prohibit dscrm
EQ9658B	Num	0501	0502	02	Actn tkn: thorough invest of complnts
EQ9658C	Num	0503	0504	02	Actn tkn: timeline for invstgtng cmplnts
EQ9658D	Num	0505	0506	02	Actn tkn: enfrc penalties agnst offender
EQ9658E	Num	0507	0508	02	Actn tkn: enfrc pnlty to cmndrs who allw
EQ9658F	Num	0509	0510	02	Actn tkn: ensr info move up chn of cmmnd
EQ9658G	Num	0511	0512	02	Actn tkn: protect those who make cmplnts
EQ9658H	Num	0513	0514	02	Actn tkn: publicize hotlines for cmplnts
EQ9658I	Num	0515	0516	02	Actn tkn: publicize frml cmplnt channels
EQ9658J	Num	0517	0518	02	Actn tkn: take extra step beyond rqrmnts
EQ9659A	Num	0519	0520	02	Make effort: Sr leadership of Service
EQ9659B	Num	0521	0522	02	Make effort: Sr leader of instlltn/ship
EQ9659C	Num	0523	0524	02	Make effort: immediate supervisor
EQ9660	Num	0525	0526	02	Mil paid too much/little attntn to discr
EQ9661A	Num	0527	0528	02	Extent people get away with discrim
EQ9661B	Num	0529	0530	02	Extent free to rpt discrim w/o consqnce
EQ9661C	Num	0531	0532	02	Extent racial/ethnic relations good
EQ9661D	Num	0533	0534	02	Extent racial/ethnc cmnty relations good
EQ9661E	Num	0535	0536	02	Extent sit where choose in dining halls
EQ9661F	Num	0537	0538	02	Extent free to use recreation facilities
EQ9661G	Num	0539	0540	02	Extent racial group treated as trouble
EQ9661H	Num	0541	0542	02	Extent prsns prefer socialize w/own race
EQ9662A	Num	0543	0544	02	Extent uneasy being around diff race
EQ9662B	Num	0545	0546	02	Extent prssr not to socialize w/oth race
EQ9662C	Num	0547	0548	02	Extent competent interacting w/othr race
EQ9663A	Num	0549	0550	02	Avoid assgnmnt due to discrim: no
EQ9663B	Num	0551	0552	02	Avoid assgnmnt due to discrim: yes
EQ9663C	Num	0553	0554	02	Avoid assgnmnt due to discrim: yes
EQ9663SP	Num	0555	0556	02	Avoid assgnmnt due to discrim (specify)
EQ9664	Num	0557	0558	02	Past yr invlvd in racial cnfrnttn instl
EQ9665	Num	0559	0560	02	Past yr invlvd in racial cnfrnttn cmnty
EQ9666AA	Num	0561	0562	02	Know smone
EQ9666AB	Num	0563	0564	02	Know smone
EQ9666AC	Num	0565	0566	02	Know smone
EQ9666AD	Num	0567	0568	02	Know smone
EQ9666BA	Num	0569	0570	02	Know smone extrmst
EQ9666BB	Num	0571	0572	02	Know smone extrmst

Variable	Type	Start	Stop	Length	Label
EQ9666BC	Num	0573	0574	02	Know smone extrmst
EQ9666BD	Num	0575	0576	02	Know smone extrmst
EQ9666CA	Num	0577	0578	02	Askd to join extrmst org past yr/No
EQ9666CB	Num	0579	0580	02	Askd to join extrmst org past yr/Someone
EQ9666CC	Num	0581	0582	02	Askd to join extrmst org past yr/DOD Emp
EQ9666CD	Num	0583	0584	02	Askd to join extrmst org past yr/Svc Mem
EQ9666DA	Num	0585	0586	02	Askd to part in extrmst actvy/No
EQ9666DB	Num	0587	0588	02	Askd to part in extrmst actvy/Someone El
EQ9666DC	Num	0589	0590	02	Askd to part in extrmst actvy/DOD Employ
EQ9666DD	Num	0591	0592	02	Askd to part in extrmst actvy/Svc Member
EQ9666SA	Num	0593	0594	02	Know smone
EQ9666SB	Num	0595	0596	02	Know smone extrmst
EQ9666SC	Num	0597	0598	02	Askd to join extrmst org past yr (SK)
EQ9666SD	Num	0599	0600	02	Askd to part in extrmst actvy (SK)
EQ9667A	Num	0601	0602	02	Prblm w/racist/extremist org or actvy
EQ9667B	Num	0603	0604	02	Prblm w/racist/extremist org in cmmnty
EQ9667C	Num	0605	0606	02	Prblm w/hate crimes/activities
EQ9667D	Num	0607	0608	02	Prblm w/hate crimes/activities in cmmnty
EQ9667SP	Num	0609	0610	02	Problem with... (specify)
EQ9668A	Num	0611	0612	02	Knw/undrstnd racist words/symbols/action
EQ9668B	Num	0613	0614	02	Knw/undrstnd process for rptng discrim
EQ9669A	Num	0615	0616	02	Training: policies on discrimination
EQ9669B	Num	0617	0618	02	Training: policy on prtcptn in extr org
EQ9669C	Num	0619	0620	02	Training: prcdrs to rpt discrimination
EQ9669D	Num	0621	0622	02	Training: identifying/deal w/ discrim
EQ9669E	Num	0623	0624	02	Training: cross-cultural awareness
EQ9670	Num	0625	0626	02	Training past yr on race/ethnic topics
EQ9670SK	Num	0627	0628	02	Training pst yr on race/ethnic topics SK
EQ9671	Num	0629	0630	02	Training effctvnss in discrim awareness
EQ9672	Num	0631	0632	02	Training effctvnss prvntng/rdcng behavr
EQ9673A	Num	0633	0634	02	Opp for race: promotion opportunities
EQ9673B	Num	0635	0636	02	Opp for race: pay and benefits
EQ9673C	Num	0637	0638	02	Opp for race: fair perf evaluations
EQ9673D	Num	0639	0640	02	Opp for race: educ/training opportunity
EQ9673E	Num	0641	0642	02	Opp for race: quality of life
EQ9673F	Num	0643	0644	02	Opp for race: fair admin crmnl justice
EQ9673G	Num	0645	0646	02	Opp for race: chance to show pride -self
EQ9673H	Num	0647	0648	02	Opp for race: chance to show pride -grp
EQ9673I	Num	0649	0650	02	Opp for race: freedom from harassment
EQ9673J	Num	0651	0652	02	Opp for race: freedom from discrim
EQ9673K	Num	0653	0654	02	Opp for race: free fr extrmsm/hate crime
EQ9673L	Num	0655	0656	02	Opp for race: race/ethnc relation ovrll
EQ9674	Num	0657	0658	02	Have friends in different race/ethnicity
EQ9675	Num	0659	0660	02	Close personal frnds diff race/ethnicity
EQ9676	Num	0661	0662	02	More close prsnl frnds than before mil
EQ9677	Num	0663	0664	02	Race rltns better/worse in nat past 5 yr
EQ9678	Num	0665	0666	02	Race rltns better/worse in mil past 5 yr
EQ9679A	Num	0667	0668	02	Race rltns b/w: Blacks/Afr-Amer in nat

Variable	Type	Start	Stop	Length	Label
EQ9679B	Num	0669	0670	02	Race rltns b/w: Hispanics in nation
EQ9679C	Num	0671	0672	02	Race rltns b/w: Ind/Eskimo/Aleut in nat
EQ9679D	Num	0673	0674	02	Race rltns b/w: Asian/Pac Isldr in nat
EQ9679E	Num	0675	0676	02	Race rltns b/w: Whites in nation
EQ9679F	Num	0677	0678	02	Race rltns b/w: Blacks/Afr-Amer in mil
EQ9679G	Num	0679	0680	02	Race rltns b/w: Hispanics in military
EQ9679H	Num	0681	0682	02	Race rltns b/w: Ind/Eskimo/Aleut in mil
EQ9679I	Num	0683	0684	02	Race rltns b/w: Asian/Pac Isldr in mil
EQ9679J	Num	0685	0686	02	Race rltns b/w: Whites in military
COMMENT	Num	0687	0688	02	Flag for whether comments made
SRDATE	Num	0689	0696	08	Date questionnaire completed
DMDC_ID	Num	0697	0702	06	DMDC ID Number
ARVDATE	Num	0703	0710	08	DRC date survey returned
MATPG	Num	0711	0712	02	Pay Grade Match Flag
MATRACE	Num	0713	0714	02	Race Match Flag
MATSEX	Num	0715	0716	02	Gender Match Flag
MATSVC	Num	0717	0718	02	Service Match Flag
MISS99	Num	0719	0720	02	Count of: Dont know
MISS_2	Num	0721	0722	02	Count of: Implied continuation
MISS_4	Num	0723	0724	02	Count of: Incomplete grid error
MISS_6	Num	0725	0726	02	Count of: Not applicable - valid skip
MISS_8	Num	0727	0730	04	Count of: Multiple response error
MISS_9	Num	0731	0734	04	Count of: No response - invalid skip
MISS_TOT	Num	0735	0738	04	Total number of missing responses
ANL_WT	Num	0739	0756	18	Analysis Weight
ELIGFLGW	Num	0757	0758	02	Eligibility Indicator
NVSTRAT	Num	0759	0764	06	Frame Count Within Variance Est. Strata
VSTRAT	Num	0765	0768	04	Variance Estimation Strata
WGHT_FLG	Num	0769	0770	02	Flag for Records Weighted as Respondents
XSEX	Num	0771	0772	02	Constrctd Analytic Gender variable
XSVC	Num	0773	0774	02	Constrctd Analytic Service variable
XCPAY3	Num	0775	0776	02	Constrctd Analytic 3-category paygrade
RXCRACE	Num	0777	0778	02	RECODED Constrctd Analytic Race/eth Var
RCLOC10A	Num	0779	0780	02	RECODED Where last 12 mo most time-5 lev
RCLOC10B	Num	0781	0782	02	RECODED Where last 12 mo most time-3 lev
RSRED_HI	Num	0783	0784	02	RECODED highest self-reprtd ed.
R9603	Num	0785	0786	02	RECODED place of birth
R9604	Num	0787	0788	02	RECODED English as second language
RXCPAY4	Num	0789	0790	02	RECODED 4-category paygrade
RYOS	Num	0791	0792	02	RECODED self-reprtd yrs active service
RSRHISPA	Num	0793	0794	02	RECODED self-reported Hispanic ethnicity
RSRRACE	Num	0795	0796	02	RECODED self-reported race
R9615	Num	0797	0798	02	RECODED spouse place of birth
R9616	Num	0799	0800	02	RECODED spouse English as second langg
RSPHISPA	Num	0801	0802	02	RECODED spouse Hispanic ethnicity
RSPRACE	Num	0803	0804	02	RECODED spouse race
RSPRETH	Num	0805	0806	02	RECODED Constructed Spouse Race/eth Var
RFAMRET1	Num	0807	0808	02	RECODED Same vs mixed race/eth marriage

Variable	Type	Start	Stop	Length	Label
RFAMRET2	Num	0809	0810	02	RECODED Multiple race/eth marriage
RYLOC	Num	0811	0812	02	RECODED time compltd currnt duty statn
R9636A	Num	0813	0814	02	RECODED Where did situation occur-5 levl
R9636B	Num	0815	0816	02	RECODED Where did situation occur-3 levl
DODOFF	Num	0817	0818	02	Offensive Encounters - DoD
DODTHRT	Num	0819	0820	02	Threat/Harm - DoD
COMOFF	Num	0821	0822	02	Offensive Encounters - Community
COMTHRT	Num	0823	0824	02	Threat/Harm - Community
FAMDOD	Num	0825	0826	02	Family Encounters/Threats - DoD
FAMCOM	Num	0827	0828	02	Family Encounters/Threats - Community
ASSIGN	Num	0829	0830	02	Assignment/Career
EVAL	Num	0831	0832	02	Evaluation
SERVICES	Num	0833	0834	02	Services discrimination
TESTSCR	Num	0835	0836	02	Training/Test Scores
PUNISH	Num	0837	0838	02	Punishment
FEARS	Num	0839	0840	02	Fear
OTHDISC	Num	0841	0842	02	Member/Family Other Exps
INC_FAM	Num	0843	0844	02	Member/Family Incident
INC_MS	Num	0845	0846	02	Member Incident - DoD
INC_CS	Num	0847	0848	02	Member Incident - Community
INC_S	Num	0849	0850	02	Member Incident
INCIDENT	Num	0851	0852	02	Any Incident
R9632	Num	0853	0854	02	RECODED DoD respnsbl to prvnt r/e h/d
INC32	Num	0855	0856	02	DoD respnsbl-Incident-Tot. Elig. Pop.
INC32A	Num	0857	0858	02	DoD respnsbl-Incident-Pop Reprtd Incdnt
FLAG32	Num	0859	0860	02	Edit Flag for One Situation Q33-Q57
RACE	Num	0861	0862	02	Race on DMDC Records When Sampled
RETH	Num	0863	0864	02	Race Ethnic on DMDC Records When Sampled
SEX	Num	0865	0866	02	Gender
SVC	Num	0867	0868	02	Service
RBLKDEN	Num	0869	0870	02	Occ class: % Black in DoD Occ Group
RHISPDEN	Num	0871	0872	02	Occ class: % Hispanic in DoD Occ Group
RMINDEN	Num	0873	0874	02	Occ class: % minorities in DoD Occ Group

Appendix I

Notes on Analysis of the 1996 Dataset

Jacquelyn Scarville, Scott B. Button, and Timothy W. Elig

Notes on Analysis of the 1996 Dataset

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The first section of this discussion is focused on which cases to use in analyses. The next section discusses analytic variables contained on the survey analyses files that were used by Scarville et al. (in preparation) in reporting the initial results of the survey. The final section discusses suggested edits for other survey variables.

Preparation of the Data for Analysis

Two variables are necessary to determine whether to keep cases in the dataset for analyses: ELIGFLGW (eligibility flag) and WGHT_FLG (flag for records weighted as respondents). The survey analysis files have cases with an ELIGFLGW of zero, one, or missing (./-9). A value of zero indicates that the sample member was ineligible, whereas a value of one indicates that the member was eligible. ELIGFLGW is missing for cases where no information on eligibility was received from the sample member and where the eligibility checks of the June and September records (ADMF and RCCPDS) did not indicate the individual had left the Service. WGHT_FLG either has values of zero or one. A value of zero indicates that no information was obtained during the survey process that could be used as a response for the individual.

Only cases with WGHT_FLG=1 should be used for most survey analyses. Cases with WGHT_FLG=0 are needed only for methodological studies of the entire sample. Keep all cases with WGHT_FLG=1 in analysis files intended for use with SUDAAN.[14] For point estimation by programs other than SUDAAN (e.g., SAS of SPSS), however, only use cases where WGHT_FLG=1 and ELIGFLGW=1. (Note that any SAS system file intended to be used with the SUDAAN software must have been created using the SAS V604 engine and sorted by the variable WCSTRAT [weighting class stratum]. All *EOS* files produced by DMDC have been sorted by WCSTRAT.)

Some cases with ELIGFLGW=0 will have non-missing survey variables. These are cases where a survey was returned but the person was determined to be non-eligible (i.e., they were eligible when selected for the sample from the April 1996 ADMF or RCCPDS, but had become ineligible [left the military or AGR/TAR status] when eligibility was checked on June and/or September 1996 DEERS files). Other cases with ELIGFLGW=0 will have missing data for all survey and SCS variables. These cases are people who did not return a survey, but who were determined from DMDC records to be ineligible (as above) or they reported to DRC that they were ineligible (e.g., they were incarcerated or had left the military).

[14] When WGHT_FLG=1, cases with ELIGFLGW=0 are required by SUDAAN to precisely estimate variances. These cases are not used in any other estimation; they represent the non-eligible portion of the original population and are part of the variance structure estimated by SUDAAN, but are not part of the point-estimate structure.

To be included in DMDC analyses, respondents must have had at least one valid response for EQ9629AA through EQ9631. There were 122 cases in which the respondent returned a questionnaire without at least one valid response for these questions. These cases were assigned values of WGHT_FLG = 0 and ELIGFLGW = 1. Figure I.1 presents the structure of the data file.

Figure I.1
The Structure of the DMDC Internal Use File

Subgroups	Number of Records	Sum of Analysis Weights
Nonrespondents, eligibility unknown (WGHT_FLG = 0 and ELIGFLGW = .)	33,519	0
Returns Missing Relevant Questions, eligibility known (WGHT_FLG = 0 and ELIGFLGW = 1)	122	0
Known Ineligible Sample Members (WGHT_FLG = 1 and ELIGFLGW = 0)	3,258	174,887.5
Respondents, found eligible (WGHT_FLG = 1 and ELIGFLGW = 1)	39,855	1,379,982.5
Total	76,754	1,554,870

Note. See Wheeless et al. (1997) for more information on the weight flag (WGHT_FLG) and the eligibility flag used for weighting (ELIGFLGW).

Analytic Variables

The most important variables constructed for preliminary analyses have been preserved on the survey analysis files. Where possible these variables are on the public-release file. In every case where a crossing of demographic variables would allow the isolation of one or two respondents, however, either a variable was collapsed into broader categories or some variable was set to missing in the public-release variables in order to reserve respondents confidentiality. Some cases of apparently uniquely identifiable respondents do remain—these are individuals whose demographics were shared by several other individuals before those individuals had one or more demographics set to missing.

Key Demographic Variables

Demographic data are obtained both from respondents' self-reports on the questionnaire and from the ADMF and RCCPDS for Active Duty and AGR/TAR personnel, respectively. Self-reported race, gender, Service, paygrade, and location were used when available in the analyses reported by Scarville et al. (in preparation). Where self-reported data were missing, values were imputed through the use of master file data extracted from the (April 1996) ADMF for active-

duty personnel and from the April 1996 RCCPDS for AGR/TAR personnel. These imputed variables are referred to as X (crossing) variables in the SAS code. Other than for location which is discussed below, Figure I.2 shows the SAS coding used to construct the X demographic variables.

Figure I.2
SAS Code for Key Demographic Variables

```
********** MISSING SELF REPORT DATA IMPUTED FROM ADMF/RCCPDS**********;

/*Imputations for Hispanic ethnicity*/
 if srhispa1 = 1 then rsrhispa = 2;
 /*2 = Non-hispanic*/
 if srhispa1 ge 2 then rsrhispa = 1;
 /*1 = Hispanic*/
 if rsrhispa lt 1 then do;
      if eth in (1, 2, 3, 4, 5) or reth = 3 then rsrhispa=1;
end;

/*Imputing race*/
rsrrace = srrace1;
if rsrrace lt 1 or rsrrace = 6 then do;
           if (reth = 1 or race = 1) then rsrrace = 1;
           /*  Values of rsrrace:  1=White*/
           if (reth = 2  or race = 2) then rsrrace = 2;
           /* Values of rsrrace:   2=Black*/
           if (reth = 4 or eth  = 8) then rsrrace = 4;
           /* Values of rsrrace:  4 = Native American*/
           if eth in (6, 7) then rsrrace = 3;
           /*Values of rsrrace: 3=Aleut, Eskimo*/
           if reth = 5  or eth in (9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19,
22) then rsrrace = 5;
           /* Values of rsrrace:   5 = Asian/PacIsl*/
 end;
/*If 'other', 'multiple punch', or 'missing' for srrace1 then values*/
/* of 'White' 'Black' 'NatAm' 'API' are imputed from admf/rccpds    */
/*variable reth, race, or ethnic*/

/* Creating xpopgrp1 variable */
 xpopgrp1 = rsrrace;
 if rsrhispa = 1 then xpopgrp1 = 7;
/*this step assigns all Hispanics a value of  7 for xpopgrp1*/

/*Creating the analytic race variable, xcrace*/
         if xpopgrp1 = 1 then xcrace = 1;  /* 1=White, non-Hispanic*/
         if xpopgrp1 = 2 then xcrace = 2;  /* 2=Black, non-Hispanic*/
         if xpopgrp1 = 7 then xcrace = 3;  /* 3= Hispanics*/
         if xpopgrp1 = 5 then xcrace = 4;  /* 4=Asian/Pacific Island*/
         if xpopgrp1 in (3, 4)  then xcrace = 5;
         /*5=Native Amer/Esk/Aleuts*/
         if xpopgrp1 = 6 then xcrace = .;
         /* 6=Other race assigned to missing*/
```

```
/*imputing service from admf/rccpds*/
xsvc=srsvc;
if srsvc = . then do;
      if svc =1 then xsvc = 1;
      if svc =2 then xsvc = 2;
      if svc =3 then xsvc = 3;
      if svc =4 then xsvc = 4;
      if svc =5 then xsvc = 5;
end;

/*imputing paygrade from admf/rccpds*/
xpg = srgrade;
if xpg = . then do;
      xpg = pg;
      if xpg = 0 or xpg = 10 or xpg = 20 then xpg = .;
end;

/*imputing gender from admf/rccpds*/
xsex = srsex;
if (xsex  ne 1 and xsex ne 2) then do;
      xsex = sex;
end;
```

Construction of Other Race Variables

In the DMDC analyses reported by Scarville et al. (in preparation), five race/ethnic groups were presented: (a) Hispanic, (b) non-Hispanic White, (c) non-Hispanic Black, (d) non-Hispanic Asian/Pacific Islander, and (e) non-Hispanic Native American/Eskimo/Aleut (see Figure I.2 for the SAS code for the construction of the analytic race variable).

In anticipation of a demand for analyses requiring differing constructions of race, six additional race variables (CRACE6, CRACE5, CRACE4, CRACE3, CRACE2W, CRACE2B) were constructed from self-reported race (SRRACE1) and self-reported Hispanic ethnicity (SRHISPA1). Note that because these variables are constructed from the self-reported race and Hispanic ethnicity variables and not the "X" variables described earlier, respondents who are missing on self-reported race/Hispanic ethnicity will also be missing for these constructed variables. In other words, imputed data was not used in the construction of these variables. Each variable name begins with a "C" identifying it as a constructed variable. The number in the variable name reflects the number of race categories identified by that variable. Figure I.3 provides the SAS code used to create these constructed variables.

Figure I.3
SAS Code for Constructed Race Variables

```
/*VARIABLE = CRACE6                    SAS VALUE
White, non-Hispanic                        1
Black, non-Hispanic                        2
Hispanic                                   3
Amer Indian/Eskimo, Aleut, non-Hispanic    4
Asian/Pacific Islander, non-Hispanic       5
Other, non-Hispanic                        6*/
```

```
      if (srhispa1 ge 2) then crace6 = 3;
      if (srrace1 = 1) and (srhispa1 = 1) then crace6 = 1;
      if  (srrace1 = 2) and (srhispa1 = 1) then crace6 = 2;
      if (srrace1 = 3 or srrace1 = 4) and (srhispa1 = 1) then
      crace6 = 4;
      if (srrace1 = 5) and (srhispa1 = 1) then crace6 = 5;
      if (srrace1 = 6) and (srhispa1 = 1) then crace6 = 6;


/*VARIABLE = CRACE5     SAS VALUE
White, non-Hispanic           1
Black, non-Hispanic           2
Hispanic          3
Asian/Pacific Islander, non Hispanic      4
Other, non-Hispanic           5*/

      if (srhispa1 ge 2) then crace5 = 3;
      if (srrace1 = 1) and (srhispa1 = 1) then crace5 = 1;
      if (srrace1 = 2) and (srhispa1 = 1) then crace5 = 2;
      if (srrace1 = 5) and (srhispa1 = 1) then crace5 = 4;
      if (srrace1  = 3 or srrace1 = 4 or srrace1 = 6) and (srhispa1 =1)
      then crace5 = 5;

/*VARIABLE = CRACE4     SAS VALUE
White, non-Hispanic           1
Black, non-Hispanic           2
Hispanic          3
Other, non-Hispanic           4*/

      if (srhispa1 ge 2) then crace4 = 3;
      if (srrace1 = 1) and (srhispa1 = 1) then crace4 = 1;
      if  (srrace1 = 2) and (srhispa1 = 1) then crace4 = 2;
      if (srrace1 ge 3) and (srhispa1 = 1) then crace4 = 4;

/*VARIABLE = CRACE3     SAS VALUE
White, non-Hispanic           1
Black, non-Hispanic           2
All others        3*/

      if (srrace1 = 1) and (srhispa1 = 1) then crace3 = 1;
      if  (srrace1 = 2) and (srhispa1 = 1) then crace3 = 2;
      if (srhispa1 ge 2) then crace3 = 3;
      if (srrace1 ge 3) and (srhispa1 = 1) then crace3 = 3;


/*VARIABLE = CRACE2W    SAS VALUE
White, non-Hispanic           1
All others                                2*/

      if (srhispa1 ge 2) then crace2w = 2;
      if (srrace1 = 1) and (srhispa1 = 1) then crace2w = 1;
      if  (srrace1 ge 2) and (srhispa1 = 1) then crace2w = 2;

/*VARIABLE = CRACE2B    SAS VALUE
Black, non-Hispanic           1
All others        2*/

      if (srrace1 = 2) and (srhispa1 = 1) then crace2b = 1;
      if (srhispa1 ge 2) then crace2b = 2;
      if (srrace1 = 1) and (srhispa1 = 1) then crace2b = 2;
      if (srrace1 ge 3) and (srhispa1 = 1) then crace2b = 2;
```

```
/*Creating additional race variables based upon xrace, */
/* the 6-category race variable based on self-reported race */
/* and Hispanic ethnicity and which imputes data from the */
/* master file variable, reth, when self-reports are missing.*/

xcrace2b = xrace;
if xrace =2 then xcrace2b=1;                    /*1=Black, non-Hispanic*/
if xrace =1 or xrace ge 3  then xcrace2b =2;    /*2=All others*/

xcrace2w = xrace;
if xrace =1 then xcrace2w=1;                    /*White, non-Hispanic*/
if xrace ge 2 then xcrace2w =2;                 /*All others*/

xcrace3 = xrace;
if xrace=1 then xcrace3 =1;                     /*White, non-Hispanic*/
if xrace = 2 then xcrace3 = 2;                  /*Black, non-Hispanic*/
if xrace ge 3 then xcrace3 =3;                  /*All others*/

xcrace4 = xrace;
if xrace =1 then xcrace4 = 1;                   /*White, non-Hispanic*/
if xrace =2 then xcrace4 = 2;                   /*Black, non-Hispanic*/
if xrace =3 then xcrace4 = 3;                   /*Hispanic*/
if xrace ge 4 then xcrace4 = 4;                 /*All others*/

xcrace5 = xrace;                                /*1=White*/
if xrace = 6 then xcrace5 = .;                  /*2=Black*/
                                                /*3=Hispanic*/
                                                /*4=AmerInd/Esk*/
                                        /*5=Asian,PI*/
                                                *Other, non-Hispanic are
                                        assigned to missing*/
```

Variables Constructed for Incident Reporting

Figure I.4 shows the SAS coding used to construct the variables (i.e., factors and summary indicators) employed by Scarville et al. (in preparation) to summarize the racial/ethnic harassment and discrimination experienced by service members.

Figure I.4
SAS Code for Constructing Discrimination/Harassment Indices

```
**********CREATION OF FACTORS FOR QUESTION 29**********;

/*Recode items in Question 29 so that reports of 'never experiencing
discrim/harassment' */
/*are represented by a value of  0. */

array var7 (30) eq9629aa eq9629ab eq9629ac eq9629ad eq9629ae eq9629af eq9629ag
eq9629ah eq9629ai eq9629aj eq9629ak eq9629al eq9629am eq9629an
eq9629ao eq9629ba eq9629bb eq9629bc eq9629bd eq9629be eq9629bf eq9629bg
eq9629bh eq9629bi eq9629bj eq9629bk eq9629bl eq9629bm eq9629bn eq9629bo;

array rvar7 (30) r9629aa r9629ab r9629ac r9629ad r9629ae r9629af r9629ag
r9629ah r9629ai r9629aj r9629ak r9629al r9629am r9629an r9629ao r9629ba
r9629bb r9629bc r9629bd r9629be r9629bf r9629bg r9629bh r9629bi r9629bj
r9629bk r9629bl r9629bm r9629bn r9629bo;
```

```
do i= 1 to 30;
  if var7 (i)=1 then rvar7 (i)=0;
  else if var7 (i) in (2, 3, 4) then rvar7 (i)=1;
  else rvar7 (i) = var7 (i);
end;

/*Each factor is set to 1 if any item comprising it is rated as happening at
least once -- in any other situation the value of the factor is set to zero*/

dodoff = (sum (r9629aa, r9629ab, r9629ac, r9629ad, r9629ae, r9629af,
r9629ag, r9629ah, r9629ai, r9629aj) ge 1);
dodthrt = (sum (r9629ak, r9629al, r9629am, r9629an) ge 1);
comoff = (sum (r9629ba, r9629bb, r9629bc, r9629bd, r9629be, r9629bf,
r9629bg, r9629bh, r9629bi, r9629bj) ge 1);
comthrt= (sum (r9629bk, r9629bl, r9629bm, r9629bn) ge 1);
famdod = r9629ao;
famcom = r9629bo;

/*sets double punches for r9629ao & bo to missing for the factor  variables*/
array var8 famdod famcom;
      do over var8;
      if var8 lt 0 then var8 = .;
end;

/*factors set to missing if all items comprising it are missing*/
if eq9629aa lt 0 and  eq9629ab lt 0 and eq9629ac lt 0
and eq9629ad lt 0 and eq9629ae lt 0 and eq9629af lt 0
and eq9629ag lt 0 and eq9629ah lt 0 and eq9629ai lt 0
and eq9629aj lt 0 then dodoff =.;

if eq9629ak lt 0 and eq9629al lt 0 and eq9629am lt 0
and eq9629an lt 0 then dodthrt =.;

if eq9629ba lt 0 and eq9629bb lt 0 and eq9629bc lt 0
and eq9629bd lt 0 and eq9629be lt 0 and eq9629bf lt 0
and eq9629bg lt 0 and eq9629bh lt 0 and eq9629bi lt 0
and eq9629bj lt 0 then comoff = .;

if eq9629bk lt 0 and eq9629bl lt 0 and eq9629bm lt 0
and eq9629bn lt 0 then comthrt = .;

**********CREATION OF FACTORS FOR QUESTION 30**********;

/*Recode each item in Question 30 so that responses of  _no_ or _race not a
factor_ */
/* are represented by a value of 0. */

array var9 (26) eq9630a eq9630b eq9630c eq9630d eq9630e eq9630f eq9630g
                eq9630h eq9630i eq9630j eq9630k eq9630l eq9630m eq9630n
                eq9630o eq9630p eq9630q eq9630r eq9630s eq9630t eq9630u
                eq9630v eq9630w eq9630x eq9630y eq9630z;

array rvar9 (26) r9630a r9630b r9630c r9630d r9630e r9630f r9630g
                 r9630h r9630i r9630j r9630k r9630l r9630m r9630n
                 r9630o r9630p r9630q r9630r r9630s r9630t r9630u
                 r9630v r9630w r9630x r9630y r9630z;

do i = 1 to 26;
  if var9 (i) in (1, 2) then rvar9 (i)=0;
  else if var9 (i) in (3) then rvar9 (i)=1;
  else rvar9 (i) = var9 (i);
end;
```

```
/*Each factor is set to 1 if any item comprising it is rated as happening
at least once -- in any other situation the value of the factor is set
to zero*/

assign =(sum (r9630e, r9630j, r9630k, r9630l, r9630m, r9630n, r9630s)
 ge 1);
eval = (sum (r9630a, r9630b, r9630c, r9630d) ge 1);
services = (sum (r9630o, r9630p, r9630q, r9630r, r9630t, r9630u) ge 1);
testscr =(sum (r9630f, r9630g, r9630h, r9630i) ge 1);
punish = (sum (r9630v, r9630w) ge 1);
fears = (sum (r9630x, r9630y, r9630z) ge 1);

/*factors for Question 30 are set to missing if all factors
 comprising it are missing*/

if eq9630e lt 0 and  eq9630j lt 0 and  eq9630k lt 0 and
eq9630l lt 0 and  eq9630m lt 0 and  eq9630n lt 0 and
eq9630s lt 0 then assign =.;

if eq9630a lt 0 and eq9630b lt 0 and  eq9630c lt 0 and
eq9630d lt 0 then eval =.;

if eq9630o lt 0 and eq9630p lt 0 and eq9630q lt 0 and
eq9630r lt 0 and eq9630t lt 0 and eq9630u lt 0 then services =.;

if eq9630f lt 0 and  eq9630g lt 0 and  eq9630h lt 0 and
eq9630i lt 0 then testscr = .;

if eq9630x lt 0 and eq9630y lt 0 and eq9630z lt 0 then fears =.;

if eq9630v lt 0 and eq9630w lt 0 then punish =.;
**************CREATION OF SUMMARY INDICATOR FOR QUESTION 31************;
othdisc = .;
if eq9631 = 1 then othdisc = 0;
if eq9631 = 2 then othdisc = 1;

***************CREATION OF SUMMARY INDICATORS*************************;
incident = 0;
if dodoff =1 or dodthrt =1 or comoff = 1 or comthrt =1
      or famdod = 1 or famcom = 1 or assign =1 or eval =1 or services =
1 or testscr =1 or punish =1 or fears =1 or othdisc = 1 then
incident = 1;

inc_fam = 0;
if services =1 or fears = 1 or othdisc = 1 or famdod = 1 or famcom =1
then inc_fam = 1;

inc_ms = 0;
      if dodoff = 1 or dodthrt = 1 or assign = 1 or eval = 1 or testscr
 = 1 or punish = 1 then inc_ms = 1;

inc_cs = 0;
      if comthrt =1 or comoff = 1 then inc_cs =1;

inc_s = 0;
      if dodoff = 1 or dodthrt = 1 or comoff  = 1 or comthrt = 1 or
      assign = 1 or eval = 1 or testscr  = 1 or punish = 1
      then inc_s = 1;

/*summary indicators are set to missing if the factors comprising it are
missing*/
```

```
if dodoff lt 0 and dodthrt lt 0 and comoff lt 0 and comthrt lt 0 and
famdod lt 0 and famcom lt 0 and assign lt 0 and eval lt 0 and
      services lt 0 and testscr lt 0 and punish lt 0 and fears lt 0 and
      othdisc lt 0 then incident = .;

if services lt 0 and fears lt 0 and othdisc lt 0 and famdod lt 0 and
      famcom lt 0 then inc_fam =.;

if dodoff lt 0 and dodthrt lt 0 and assign lt 0 and eval lt 0 and
      testscr lt 0 and punish lt 0 then inc_ms = .;

if comthrt lt 0 and comoff lt 0 then inc_cs = .;

if dodoff lt 0 and dodthrt lt 0 and comoff  lt 0 and comthrt lt 0 and
      ssign lt 0 and eval lt 0 and testscr  lt 0 and punish lt 0 then
      inc_s = .;

*****************CREATION OF FACTORS * Q32 VARS**********************;
inc32 = .;
if incident = 0 then inc32 = 0;
/*0=No experience*/
else if incident = 1 and r9632 = 1 then inc32 = 2;
/*Exp and DoD NOT responsible*/
else if incident = 1 and r9632 in (2, 3) then inc32 = 3;
/*Exp and DOD responsible for some/all*/
else if incident =1 then inc32 = 1;
/*Exp but no indication of DoD  resp*/

inc32a = .;
if incident = 0 then inc32a = .N;
/* No experience is set to missing */
else if incident = 1 and r9632 = 1 then inc32a = 2;
/*Exp and DoD NOT responsible*/
else if incident = 1 and r9632 in (2, 3) then inc32a = 3;
/*Exp and DOD responsible for some/all*/
else if incident =1 then inc32a = 1;
/*Exp but no indication of DoD  resp*/
```

Construction of Additional Variables

In addition to the constructed race variables, other variables deemed important to anticipated analyses were also constructed. Figure I.5 contains the code for additional constructed variables such as supervisor's race, spouse's race, family race (2 versions), and multiple location and region variables. Code for three- and four-category paygrade variables is also included. Additionally, levels for several continuous variables (such as years of service or years at location) were collapsed for the convenience of future researchers. Location variables were also constructed by this code.

Figure I.5
SAS Code for Additional Variables

```
**********CREATING NEW VARIABLES**********;

/*Creates one variable for supervisor's race.  Assumes that if member*/
/*does not know if supervisor is Hispanic, then supervisor is non-Hispanic */

supreth =. ;
if eq9623 = 2 then supreth = 3;
 /* Supervisor is Hispanic (any race)*/

if eq9624 = 1 and (eq9623 ne 2) then supreth = 1;
 /* White, non-Hispanic supervisor*/

if eq9624 = 2 and (eq9623 ne 2) then supreth = 2;
/* Black, non-Hispanic supervisor*/

if eq9624 = 3 and (eq9623 ne 2) then supreth = 5;
/* AmerInd,Esk supervisor*/

if eq9624 = 4 and (eq9623 ne 2) then supreth = 4;
 /* Asian, PI supervisor*/

if eq9624 = 5 and (eq9623 ne 2) then supreth = 6;
 /* Other race supervisor*/

/*creation of spouse race/ethnicity variable parallel to member
race/ethnicity*/
spreth = .;
if sphispa1 in (2, 3, 4, 5) then spreth = 3;
/* 3= Hispanic spouse)*/
if sprace1 = 1 and sphispa1 not in (2, 3, 4, 5) then spreth = 1;
/*1=White, non-Hispanic spouse*/
if sprace1 =2 and sphispa1 not in (2, 3, 4, 5) then spreth = 2;
/*2=Black, non-Hispanic spouse*/
if sprace1 in (3, 4)  and sphispa1 not in (2, 3, 4, 5) then spreth = 5;
/*5=Native American/AK native spouse*/
if sprace1 = 5 and sphispa1 not in (2, 3, 4, 5) then spreth = 4;
/*Asian/Pacific Island spouse*/
if sprace1 = 6 and sphispa1 not in (2, 3, 4, 5) then spreth =.;
/*Other race spouses recoded to missing*/

**********CREATION OF FAMILY RACE VARIABLES**********;
/*creation of indicator of same vs mixed race family*/
famreth1 = .;
if sprace1 = 81 then famreth1 = .N;
/*Assigns those without a spouse in the last year to .N*/
else if spreth lt 0 or xcrace lt 0 then famreth1 = .;
else if spreth = xcrace then famreth1 = 0;
/*0=same race couples*/
else if spreth ne xcrace then famreth1 = 1;
/*1=mixed race couples*/

/*creation of multiple-category family race variable*/
famreth2 = .;
if sprace1 = 81 then famreth2 = .N;
/*Assigns those without a spouse in last year to .N*/
else if spreth lt 0 or xcrace lt 0 then famreth2 = .;
else if spreth = 1 and xcrace = 1 then famreth2 = 1;
/*1=White couples*/
```

```
else if spreth = 2 and xcrace = 2 then famreth2 = 2;
/*2=Black couples*/
else if spreth =3 and xcrace = 3 then famreth2 = 3;
/*3=Hispanic couples*/
else if spreth = 4 and xcrace = 4 then famreth2 = 4;
/*4=Asian/PI couples*/
else if spreth = 5 and xcrace = 5 then famreth2 = 5;
/*5=Native American couples*/
else if spreth in (1, 2) and xcrace in (1, 2) then famreth2 = 6;
/*6=White-Black couple*/
else if spreth in (1, 3) and xcrace in (1, 3) then famreth2 = 7;
/*7=White-Hispanic couple*/
else if spreth in (2, 3) and xcrace in (2, 3) then famreth2 = 8;
/*8=Black-Hispanic couple*/
else if spreth in (1, 4) and xcrace in (1, 4) then famreth2 = 9;
/*9=White-Asian couple*/
else if spreth in (2, 4) and xcrace in (2, 4) then famreth2 = 10;
/*10=Black-Asian couples*/
else if spreth in (1, 5) and xcrace in (1, 5) then famreth2 = 11;
/*11=White-NatAmer couples*/
else if spreth in (3, 4) and xcrace in (3, 4) then famreth2 = 12;
/*12=Hispanic-API couples*/
else if spreth in (2, 5) and xcrace in (2, 5) then famreth2 = 13;
/*13=Black-NatAmer couples*/
else if spreth in (3, 5) and xcrace in (3, 5) then famreth2 = 14;
/*14 =Hispanic-NatAmer couples*/
else if spreth in (4, 5) and xcrace in (4, 5) then famreth2 = 15;
/*15 =API-NatAmer couples*/

/*creation of yos variable*/
if (eq9607 ge 00) and (eq9607 le 6) then yos = 1;
if (eq9607 ge 7) and (eq9607 le 11) then yos = 2;
if (eq9607 ge 12) and (eq9607 le 19) then yos = 3;
if (eq9607 ge 20) then yos = 4;

/*creation of 3-category paygrade variable using self-reported and imputed
paygrade*/
if (xpg ge 1) and (xpg le 4) then xcpay3 = 1;
/*E1-E4*/
if (xpg ge 5) and (xpg le 9) then xcpay3 = 2;
/* E5-E9*/
if (xpg ge 11) and (xpg le 26) then xcpay3 = 3;
/*WO1-O6*/

/*creation of 4-category paygrade variable using self-reported and imputed
paygrade*/
if (xpg ge 1) and (xpg le 4) then xcpay4 = 1;
/*E1-E4*/
if (xpg ge 5) and (xpg le 9) then xcpay4 = 2;
/* E5-E9*/
if (xpg ge 11) and (xpg le 23) then xcpay4 = 3;
/*WO1-O3*/
if (xpg ge 24) and (xpg le 26) then xcpay4 = 4;
/*O4-O6*/

/*creation of years at location variable*/
if (eq9619 ge 0) and (eq9619 le 11) then yloc = 1;
if (eq9619 ge 12) and (eq9619 le 24) then yloc = 2;
if (eq9619 ge 25) and (eq9619 le 36) then yloc =3;
if (eq9619 ge 37) and (eq9619 le 48) then yloc = 4;
if (eq9619 ge 49) then yloc = 5;
```

```
**************CODE FOR REGION AND OTHER LOCATION VARIABLES*************;

/*creating cregiona - source for cregion used for stratification and*/
/*creating cntyst - country state from perstempo region variables*/

if memloc = 0 or memloc >60 then cregiona=0;
/* 0=unknown */
  else if memloc in (03 14 43 52 57 59 60) then cregiona=2;
/* 2=outside us */
  else cregiona=1;
/* 1=US */
  if memloc in (59) and dutyloc in(2 15) then cregiona=1;
if cregiona=2 then do;
if (dutyloc in (3 7 14 43 52) or 57<=dutyloc<=255)
   then cntyst=dutyloc;          /* ous           */
   else cntyst=255;              /* unknown ous   */
if memloc =60 then cntyst=254;   /* afloat at sea*/
   end;
   else if cregiona=1 then do;
   cntyst=1000;                  /* potentially unknown us location */
if 0<memloc<57 and memloc not in (3 14 43 52)
   then cntyst=memloc;
if memloc=58 and
   (dutyloc <57 and dutyloc not in (0 3 7 14 43 52))
   then cntyst=dutyloc;
if memloc in (59) and dutyloc in (2 15)
   then cntyst=dutyloc;
end;
else if cregiona=0 then cntyst=0;

/*creating region - region variable used for domain definitions*/

/****US including Alaska, Hawaii, and DC*************/
if cntyst in (001 002 004 005 006 008 009 010 011 012 013
      015 016 017 018 019 020 021 022 023 024 025 026 027
      028 029 030 031 032 033 034 035 036 037 038 039 040
      041 042 044 045 046 047 048 049 050 051 053 054 055
      056 1000) then region = 1;
/*** Europe ***/
  else if cntyst in (058 063 065 073 091 092 094 102 103
      107 108 110 111 112 120
      121 126 128 148 156 161 169 170 174 189 194 195 202 204
      216 219 241 245 246) then region=2;
/*** Asia and Pacific Islands ***/
  else if cntyst in (003 014 062 074 076 084 101 119 123
      131 134 135 137 145 157 165 168 183 198 212 222 234)
      then region=3;
/*** Other countries ***/
  else if cntyst in (007
    043 052          057 059 060 061 064 066 067 068 069 070 071 072
    075 077 078 079 080 081 082 083 085 086 087 088 089 090 093
    095 096 097 098 099 100 104 105 106 109 113 114 115 116 117
    118 122 124 125 127 129 130 132 133 136 138 139 140 141 142
    143 144 146 147 149 150 151 152 153 154 155 158 159 160 162
    163 164 166 167 171 173 175 176 177 178 179 180 181 182 184
    185 186 187 188 191 192 193 196 197 199 200 201 203 205 206
    207 208 209 210 211 214 215 217 218 220 221 223 224 225 226
    227 228 229 230 231 232 233 235 236 237 238 239 240 242 243
    244 247 248 249 250 251 254 255)
       then region=4;
```

```
/*** code all other locations as a region for data checking ***/
 else region=cntyst;

/*creating cendist - US census districts*/
/* begin census region (reference mepcom cohort file)*/

if cntyst in (009 023 025 033 034 036 042 044 050)
then cendist = 1;
/* north east */
else if cntyst in (017 018 019 020 026 027 029 031 038
039 046 055) then cendist = 2;
/* north central */
else if cntyst in (001 005 010 011 012 013 021 022 024
028 037 040 045 047 048 051 054) then cendist = 3;
/* south */
else if cntyst in (002 004 006 008 015 016 030 032 035
041 049 053 056) then cendist = 4;
/* west */
else if region > 1 then cendist=5;

/*creating cenreg - US census regions*/
/* begin census district (reference mepcom cohort file)*/

if cntyst in (009 023 025 033 044 050)
then cenreg=1;
/* new england */
  else if cntyst in (034 036 042)
then cenreg=2;
/* middle atlantic */
  else if cntyst in (017 018 026 039 055)
then cenreg=3;
/* east north central */
  else if cntyst in (019 020 027 029 031 038 046)
then cenreg =4;
/* west north central */
  else if cntyst in (010 011 012 013 024 037 045 051 054)
then cenreg =5;
/* south atlantic */
  else if cntyst in (001 021 028 047)
then cenreg =6;
/* east south central */
  else if cntyst in (005 022 040 048)
then cenreg =7;
/* west south central */
  else if cntyst in (004 008 016 030 032 035 049 056)
then cenreg =8;
/* mountain */
  else if cntyst in (002 006 015 041 053)
then cenreg =9;
/* pacific */
  else if region > 1 then cenreg=10;

************* CODE FOR SELF-REPORT LOCATION VARIABLES*****************;
 *** Construct self-report region (srregion) ***;
 *** us includes alaska, hawaii, and dc ***;

  ** europe **;
     if eq9610 in (3) then srregion=2;
  ** asia and pacific islands **;
     else if eq9610 in (. .a 1 2) and eq9610cd in (003 014 60 66) then
srregion=3;
     else if eq9610 in (5)  then srregion=3;
     else if eq9610 in (6) and eq9610cd not in (15) then srregion=3;
```

```
       /*eq9610=6=pacific islands and eq9610cd=15=hawaii*/
  ** other countries **;
     else if eq9610 in (4 7 8)  then srregion=4;
     else if eq9610 in (. .a 1 2) and eq9610cd in (7 43 52 72 78) then
srregion=4;
     else if eq9610 in (2) and eq9610cd not in (001
         001 002 004 005 006 008 009 010 011 012 013 015 016 017 018
         019 020 021 022 023 024 025 026 027 028 029 030 031 032 033
         034 035 036 037 038 039 040 041 042 044 045 046 047 048 049
         050 051 053 054 055 056 )
        /*eq9610=2=south or north america and eq9610cd is one of 50 states*/
      then srregion=4;
  ** us **;
     else if eq9610 in (. .a 1 2) and eq9610cd in (001
      001 002 004 005 006 008 009 010 011 012 013 015 016 017 018
      019 020 021 022 023 024 025 026 027 028 029 030 031 032 033
      034 035 036 037 038 039 040 041 042 044 045 046 047 048 049
      050 051 053 054 055 056 )
      then srregion = 1;
     else if eq9610 in (6) and eq9610cd in (15) then srregion=1;
     else if eq9610=1 and eq9610cd=. then srregion=1; *imputing/assuming modal
value;
  ** unencodable state or country information provided **;
     else if eq9610 > 0 or eq9610cd >=0 then srregion=0;

 *** begin self-report census region (srcenreg) (reference mepcom cohort file)
***;
  ** unknown **;
     if srregion = 0 then srcenreg=0;
  ** overseas **;
     if srregion > 1 then srcenreg=srregion+3;
  if srregion=1 then do;
  ** north east **;
     if eq9610cd in (009 023 025 033 034 036 042 044 050) then srcenreg = 1;
  ** north central **;
     else if eq9610cd in (017 018 019 020 026 027 029 031 038 039 046 055)
then srcenreg = 2;
  ** south **;
     else if eq9610cd in (001 005 010 011 012 013 021 022 024 028 037 040 045
047 048 051 054) then srcenreg = 3;
  ** west **;
     else if eq9610cd in (002 004 006 008 015 016 030 032 035 041 049 053 056)
then srcenreg = 4;
  end;

 *** begin self report census district (srcendis) (reference mepcom cohort
file) ***;
  ** unknown **;
     if srregion = 0 then srcendis=0;
  ** overseas **;
     if srregion > 1 then srcendis=srregion+8;
  if srregion=1 then do;
  ** new england **;
     if eq9610cd in (009 023 025 033 044 050) then srcendis=1;
  ** middle atlantic **;
     else if eq9610cd in (034 036 042) then srcendis=2;
  ** east north central **;
     else if eq9610cd in (017 018 026 039 055) then srcendis=3;
  ** west north central **;
     else if eq9610cd in (019 020 027 029 031 038 046) then srcendis =4;
  ** south atlantic **;
     else if eq9610cd in (010 011 012 013 024 037 045 051 054) then srcendis
=5;
```

```
  ** east south central **;
     else if eq9610cd in (001 021 028 047) then srcendis =6;
  ** west south central **;
     else if eq9610cd in (005 022 040 048) then srcendis =7;
  ** mountain **;
     else if eq9610cd in (004 008 016 030 032 035 049 056) then srcendis =8;
  ** pacific **;
     else if eq9610cd in (002 006 015 041 053) then srcendis =9;
  end;

*** construct self-report of where the situation occurred (srsite) ***;
**** us includes alaska, hawaii, and dc ***;
**** europe **;
     if eq9636 in (3) then srsite=2;
  ** asia and pacific islands **;
     else if eq9636 in (. .a 1 2) and eq9636cd in (003 014 60 66) then
srsite=3;
     else if eq9636 in (5)  then srsite=3;
     else if eq9636 in (6) and eq9636cd not in (15) then srsite=3;
       /*eq9636=6=pacific islands and eq9636cd=15=hawaii*/
  ** other countries **;
     else if eq9636 in (4 7 8)  then srsite=4;
     else if eq9636 in (. .a 1 2) and eq9636cd in (7 43 52 72 78) then
srsite=4;
     else if eq9636 in (2) and eq9636cd not in (001
         001 002 004 005 006 008 009 010 011 012 013 015 016 017 018
         019 020 021 022 023 024 025 026 027 028 029 030 031 032 033
         034 035 036 037 038 039 040 041 042 044 045 046 047 048 049
         050 051 053 054 055 056 )
        /*eq9636=2=south or north america and eq9636cd is one of 50 states*/
      then srsite=4;
  ** us **;
     else if eq9636 in (. .a 1 2) and eq9636cd in (001
      001 002 004 005 006 008 009 010 011 012 013 015 016 017 018
      019 020 021 022 023 024 025 026 027 028 029 030 031 032 033
      034 035 036 037 038 039 040 041 042 044 045 046 047 048 049
      050 051 053 054 055 056 )
      then srsite = 1;
     else if eq9636 in (6) and eq9636cd in (15) then srsite=1;
     else if eq9636=1 and eq9636cd=. then srsite=1; *imputing/assuming modal
value;
  ** unencodable state or country information provided **;
     else if eq9636 > 0 or eq9636cd >=0 then srsite=0;

 *** begin self-report census region (srcensit) (reference mepcom cohort file)
***;
  ** unknown **;
     if srsite = 0 then srcensit=0;
  ** overseas **;
     if srsite > 1 then srcensit=srsite+3;
  if srsite=1 then do;
  ** north east **;
     if eq9636cd in (009 023 025 033 034 036 042 044 050) then srcensit = 1;
  ** north central **;
     else if eq9636cd in (017 018 019 020 026 027 029 031 038 039 046 055)
then srcensit = 2;
  ** south **;
     else if eq9636cd in (001 005 010 011 012 013 021 022 024 028 037 040 045
047 048 051 054) then srcensit = 3;
  ** west **;
     else if eq9636cd in (002 004 006 008 015 016 030 032 035 041 049 053 056)
then srcensit = 4;
  end;
```

```
*************** CODE FOR ANALYTIC LOCATION VARIABLES*******************;
intloc=srcenreg;
if intloc lt 1 then do;
if (region3 = 1) then intloc = 1;
/* Values of intloc: 1 = Northeast  */
if (region3 = 2) then intloc = 2;
/* Values of intloc: 2 = North central */
if (region3 = 3) then intloc = 3 ;
/* Values of intloc: 3 = South  */
if (region3 = 4) then intloc = 4;
/* Values of intloc: 4 = West  */
if (region3 = 5) then intloc = 5;
/* Values of intloc: 5 = Europe  */
if (region3 = 6) then intloc = 6;
/* Values of intloc: 6 = Asia/PI  */
if (region3 = 7 or region3 = 8) then intloc = .;
end;
if srcenreg in (7) then intloc = .;

/*  intloc imputes data from the master file and assigns other to missing; it
is used to create the */
/*  the analytic location variables */

xcloc10a=.;
if intloc in (1 2) then xcloc10a = 1;
/* Values of xcloc10a: 1 = North  */
else if intloc in (3) then xcloc10a = 2;
/* Values of xcloc10a: 2 = South  */
else if intloc in (4) then xcloc10a = 3;
/* Values of xcloc10a: 3 = West  */
else if intloc in (5) then xcloc10a = 4;
/* Values of xcloc10a: 4 = Europe  */
else if intloc in (6) then xcloc10a = 5;
/* Values of xcloc10a: 5 = Asia/PI  */

/*  xcloc10a groups respondents from the US into regions; the northeast &
north central categories  */
/*  of intloc are collapsed */

xcloc10b=.;
if xcloc10a in (1 2 3) then xcloc10b = 1;
else if xcloc10a in (.) and srregion in (1) then xcloc10b = 1;
/* Values of xcloc10b:  1 = US   */
else if xcloc10a in (4) then xcloc10b = 2;
/* Values of xcloc10b:  2 = Europe   */
else if xcloc10a in (5) then xcloc10b = 3;
/* Values of xcloc10b:  3 = Asia/PI   */

/*  xcloc10b groups all respondents from the US together */

r9636a=.;
if srcensit in (1 2) then r9636a = 1;
/* Values of r9636a: 1 = North  */
else if srcensit in (3) then r9636a = 2;
/* Values of r9636a: 2 = South  */
else if srcensit in (4) then r9636a = 3;
/* Values of r9636a: 3 = West  */
else if srcensit in (5) then r9636a = 4;
/* Values of r9636a: 4 = Europe  */
else if srcensit in (6) then r9636a = 5;
/* Values of r9636a: 5 = Asia/PI  */
else if srcensit in (0 7) then r9636a = .;
```

```
/*  r9636a groups respondents from the US into regions; the northeast & north
central categories  */
/*  of srcensit are collapsed */

r9636b=.;
if r9636a in (1 2 3) then r9636b = 1;
else if r9636a in (.) and srsite in (1) then r9636b = 1;
/* Values of r9636b:  1 = US    */
else if r9636a in (4) then r9636b = 2;
/* Values of r9636b:  2 = Europe    */
else if r9636a in (5) then r9636b = 3;
/* Values of r9636b:  3 = Asia/PI    */
/*  r9636b groups all respondents from the US together */
```

Editing

The edits presented in Figure I.6 are those that were performed for analyses of the *EOS* as reported by Scarville et al. (in preparation) and are considered to be *suggestions* of how data editing might be approached; it is expected that other analysts will draw their own conclusions as to data quality and editing. Please refer to the coding scheme (Appendix D) and the annotated questionnaire (Appendix A) when assessing the following edits. Figure I.6 also provides the SAS code for the creation and assignment of formats and the creation of V612 and V604 (SUDAAN readable) SAS datasets.

Figure I.6
Additional Edits

```
proc format library=library;

value r7778fmt
      1 = 'Worse today'
      2 = 'About the same as 5 years ago'
      3 = 'Better today'
      . = 'Missing/DK'
      .A= 'Multiple response error'
      .B= 'No survey returned'
      .N = 'Dont know for Q78';

value r79fmt
      1 = 'Worse today'
      2 = 'About the same as 5 years ago'
      3 = 'Better today'
      .A= 'Multiple response error'
      .B= 'No survey returned'
      .N = 'Dont know';

value r4349fmt
      1 = 'Less than 1 week'
      2 = '1 week to <3 mths'
      4 = '3 mns to <6 mths'
      5 = '6 or more mths'
      .A= 'Multiple response error'
      .B= 'No survey returned';
```

```
value fam1fmt
      0 = 'Same race couple'
      1 = 'Mixed race couple'
      .  = 'Missing'
      .A= 'Multiple response error'
      .B= 'No survey returned'
      .N = 'No spouse in last year';

value fam2fmt
      1 = 'White couple'
      2 = 'Black couple'
      3 = 'Hispanic couple'
      4 = 'Asian/PI couple'
      5 = 'NatAmer couple'
      6 = 'White/Black couple'
      7 = 'White/Hisp couple'
      8 = 'Black/Hisp couple'
      9 = 'White/Asian couple'
      10 = 'Black/Asian couple'
      11 = 'White/NatAmer couple'
      12 = 'Hispanic/API couple'
      13 = 'Black/NatAmer couple'
      14 = 'Hisp/NatAmer couple'
      15 = 'API/NatAmer couple'
      .   = 'Missing'
      .A= 'Multiple response error'
      .B= 'No survey returned'
      .N = 'No spouse in last year';

value r32fmt
      1 = 'No'
      2 = 'Yes, some of it'
      3 = 'Yes, all of it'
      4 = 'Exp, unknown responsibility'
      .  = 'Missing'
      .A= 'Multiple response error'
      .B= 'No survey returned'
      .M= 'Implied cont.'
      .N= 'Other inconsistent resps/valid 61s';

value q32fact
      0 = 'No experience'
      1 = 'Exp, unknown responsibility'
      2 = 'Exp, DoD not resp'
      3 = 'Exp, DOD resp some/all '
      .  = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value exper
      0 = '0 not experienced'
      1 = '1 experienced'
      .  = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value exp2fmt
      0 = '0 no exp/exp but not race'
      1 = '1 experienced due to race'
      .  = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';
```

```
value extfmt
      0 = 'Dont know'
      1 =  'Not at all'
      3 = 'Small/Moderate ext'
      5 = 'Very/Large extent'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value discmfrt
      1 = 'Not at all'
      3 = 'Slightly/Moderately'
      5 = 'Very/Extremely'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value sat1fmt
      2 = 'Very/Dissatisfied'
      3 = 'Neither'
      4 = 'Very/Satisfied'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value agre1fmt
      2 = 'Strongly/Disagree'
      3 = 'Neither'
      4 = 'Strongly/Agree'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value like1fmt
      2 = 'Very/Unlikely'
      3 = 'Undecided'
      4 = 'Very/Likely'
      .  = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value payfmt
      1 = 'E1-E4'
      2 = 'E5-E9'
      3 = 'Officers'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value yosfmt
      1 = '6 yrs or less'
      2 = '7-11 yrs'
      3 = '12-19 yrs'
      4 = '20+ yrs'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value ylocfmt
      1 = '11 mns or less'
      2 = '12-24 mns'
      3 = '25-36 mns'
      4 = '37-48 mns'
```

```
      5 = '49+ mns'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value xcr
      1 = 'White'
      2 = 'Black'
      3 = 'Hispanic'
      4 = 'Asian/PI'
      5 = 'NatAmer/AK nat'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value supfmt
      1 = 'White super'
      2 = 'Black super'
      3 = 'Hispanic super'
      4 = 'Asian/PI super'
      5 =  'NatAmer/AK nat super'
      6 = 'Other race super'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value xcloc10a
      1 = '1 North'
      2 = '2 South'
      3 = '3 West'
      4 = '4 Europe'
      5 = '5 Asia and Pacific Islands'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value xcloc10b
       1 = '1 US'
       2 = '2 Europe'
       3 = '3 Asia and Pacific Islands'
         . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value rloc36a
      1 = '1 North'
      2 = '2 South'
      3 = '3 West'
      4 = '4 Europe'
      5 = '5 Asia and Pacific Islands'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value rloc36b
      1 = '1 US'
      2 = '2 Europe'
      3 = '3 Asia and Pacific Islands'
      . = 'No response'
      .A= 'Multiple response error'
      .B= 'No survey returned';

value ed2svc
```

```
      1 = '1 Army'
      2 = '2 Navy'
      3 = '3 Marine Corps'
      4 = '4 Air Force'
      5 = '5 Coast Guard';
      /* This format is for use in Sudaan analyses */

value ed2sex
      1 = '1 Male'
      2 = '2 Female';
      /* This format is for use in Sudaan analyses */

value pay2fmt
      1 = '1 E1-E4'
      2 = '2 E5-E9'
      3 = '3 Officers';
      /* This format is for use in Sudaan analyses */

value xcloc10c
      1 = '1 North'
      2 = '2 South'
      3 = '3 West'
      4 = '4 Europe'
      5 = '5 Asia/PI';
      /* This format is for use in Sudaan analyses */

value xcloc10d
       1 = '1 US'
       2 = '2 Europe'
       3 = '3 Asia/PI';
      /* This format is for use in Sudaan analyses */

value rloc36c
      1 = '1 North'
      2 = '2 South'
      3 = '3 West'
      4 = '4 Europe'
      5 = '5 Asia/PI';
      /* This format is for use in Sudaan analyses */

value rloc36d
      1 = '1 US'
      2 = '2 Europe'
      3 = '3 Asia/PI';
      /* This format is for use in Sudaan analyses */

value xcrsud
      1 = 'White'
      2 = 'Black'
      3 = 'Hispanic'
      4 = 'Asian/PI'
      5 = 'NatAmer/AK nat';
      /* This format is for use in Sudaan analyses */

value t45fmt
      1='No, I did not do this'
      5='Yes, I did this'
      .='Missing'
      .B='No survey returned';

value r64fmt
      1='No, not seen it'
      5='Happened to me/others'
```

```
      .='Missing'
      .B='No survey returned';

value r73fmt
      1='Better as a civilian'
      4='No diff/better in military'
      .='Missing'
      .B='No survey returned';

data temp;
set in.newcomb;
if wght_flg = 1;
/*selects only for cases with a non-zero weight*/

**********SPECIAL CODING FOR QUESTION 32**********;

array var11 (30) eq9633a eq9633b eq9633c eq9633d eq9633e eq9633f eq9633g
eq9633h eq9633i eq9633j eq9633k eq9633l eq9633m eq9633n eq9634a eq9634b
eq9634c eq9634d eq9634e eq9634f eq9637a eq9637b eq9637c eq9637d eq9637e
eq9637f eq9637g eq9637h eq9637i eq9637j;

array rvar11 (30) t9633a t9633b t9633c t9633d t9633e t9633f t9633g
t9633h t9633i t9633j t9633k t9633l t9633m t9633n t9634a t9634b t9634c t9634d
t9634e t9634f t9637a t9637b t9637c t9637d t9637e t9637f t9637g t9637h t9637i
t9637j;

do i= 1 to 30;
   if var11 (i) in (61, 62) then rvar11 (i)=.;
   else if var11 (i) in (2 3 4 5 6 7 8) then rvar11 (i)=1;
   else if var11 (i) < 1 then rvar11 (i)=.;
   else rvar11 (i) = var11 (i);
end;

what = (sum (t9633a, t9633b, t9633c, t9633d, t9633e, t9633f, t9633g, t9633h,
t9633i, t9633j, t9633k, t9633l, t9633m, t9633n) ge 1);
where1= (sum (t9634a, t9634b, t9634c, t9634d, t9634e, t9634f ) ge 1);
who = (sum (t9637a, t9637b, t9637c, t9637d, t9637e, t9637f, t9637g, t9637h,
t9637i, t9637j) ge 1);
/*counts set to missing if all items comprising it are missing*/

if t9633a lt 0 and  t9633b lt 0 and t9633c lt 0
and t9633d lt 0 and t9633e lt 0 and t9633f lt 0
and t9633g lt 0 and t9633h lt 0 and t9633i lt 0
and t9633j lt 0 and t9633k lt 0 and t9633l lt 0
and t9633m lt 0 and t9633n lt 0 then what=.;

if t9634a lt 0 and  t9634b lt 0 and t9634c lt 0
and t9634d lt 0 and t9634e lt 0 and t9634f lt 0 then where1=.;

if t9637a lt 0 and  t9637b lt 0 and t9637c lt 0
and t9637d lt 0 and t9637e lt 0 and t9637f lt 0
and t9637g lt 0 and t9637h lt 0 and t9637i lt 0
and t9637j lt 0 then who=.;

crit2=0;
if what=1 and where1=1 and who=1 then crit2=1;

flag32=0;
if eq9632=.M and crit2=0 and incident=0 then flag32=1;
/* 1 indicates that an implied continuation on eq9632 will be recoded to 61
*/
if eq9632=.M and crit2=0 and incident=1 then flag32=2;
/* 2 indicates that an implied continuation on eq9632 will be recoded to 62 */
```

```
if eq9632 in (11, 12, 13) and crit2=0 then flag32=3;
/* 3 indicates that 11, 12, 13 on eq9632 will be recoded to .N */

**************************ADDITIONAL EDITS*****************************;

array a10 eq9633a eq9633b eq9633c eq9633d eq9633e eq9633f eq9633g
 eq9633h eq9633i eq9633j eq9633k eq9633l eq9633m eq9633n eq9634a
eq9634b eq9634c eq9634d eq9634e eq9634f eq9635a eq9635b eq9635c eq9635d
eq9635e eq9635f eq9636 eq9637a eq9637b eq9637c eq9637d eq9637e eq9637f eq9637g
eq9637h eq9637i eq9637j eq9638 eq9639a eq9639b eq9639c eq9639d eq9639e eq9639f
eq9639g eq9640a eq9640b eq9640c eq9640d eq9641a eq9641b eq9641c eq9641d
eq9641e eq9641f eq9641g eq9641h     eq9641i eq9641j eq9641k eq9641l eq9642
eq9643 eq9644 eq9645a eq9645b eq9645c eq9645d eq9645e eq9645f eq9645g eq9645h
eq9645i eq9645j eq9645k eq9646 eq9647 eq9648a eq9648b eq9648c eq9648d eq9648e
eq9648f eq9648g eq9648h eq9649 eq9650a eq9650b eq9650c eq9650d eq9650e eq9650f
eq9650g eq9650h eq9650i eq9650j eq9650k eq9650l eq9650m eq9651a eq9651b
eq9651c eq9651d eq9651e eq9651f eq9652 eq9653 eq9654a eq9654b eq9654c eq9654d
eq9654e eq9654f eq9655 eq9656a eq9656b eq9656c eq9656d eq9656e eq9656f
      eq9656g eq9656h eq9656I eq9656j eq9656k eq9656l eq9656m eq9656n eq9656o
eq9656p eq9656q eq9656r eq9656s eq9656t eq9657;

do over a10;
    if flag32=1 then a10 =61;
   else if flag32=2 then a10 =62;
   else if flag32=3 then a10 =.N;
end;

/*creation of recoded question 32*/
r9632=eq9632;
if eq9632 in (11, 12, 13, 61, 62) then r9632=.N;

array var12 (132)
eq9633a eq9633b eq9633c eq9633d eq9633e eq9633f eq9633g
eq9633h eq9633i eq9633j eq9633k eq9633l eq9633m eq9633n
eq9634a eq9634b eq9634c eq9634d eq9634e eq9634f
eq9635a eq9635b eq9635c eq9635d eq9635e eq9635f
eq9636
eq9637a eq9637b eq9637c eq9637d eq9637e eq9637f eq9637g eq9637h eq9637i
eq9637j
eq9638
eq9639a eq9639b eq9639c eq9639d eq9639e eq9639f  eq9639g
eq9640a eq9640b eq9640c eq9640d
eq9641a eq9641b eq9641c eq9641d eq9641e eq9641f eq9641g eq9641h eq9641i
eq9641j eq9641k eq9641l
eq9642
eq9643
eq9644
eq9645a eq9645b eq9645c eq9645d eq9645e eq9645f  eq9645g eq9645h eq9645i
eq9645j eq9645k eq9646
eq9647
eq9649
 eq9650a eq9650b eq9650c eq9650d eq9650e eq9650f eq9650g eq9650h eq9650i
eq9650j eq9650k eq9650l eq9650m
eq9651a eq9651b eq9651c eq9651d eq9651e eq9651f
eq9652
eq9653
eq9654a eq9654b eq9654c eq9654d eq9654e eq9654f
eq9655
eq9656a eq9656b eq9656c eq9656d eq9656e eq9656f eq9656g eq9656h eq9656i
eq9656j eq9656k eq9656l eq9656m eq9656n eq9656o eq9656p eq9656q eq9656r
eq9656s eq9656t
eq9657
eq9662a eq9662b eq9662c
```

```
eq9668a eq9668b;

array rvar12 (132)
r9633a r9633b r9633c r9633d r9633e r9633f r9633g  r9633h r9633I
r9633j r9633k r9633l r9633m r9633n
r9634a r9634b r9634c r9634d r9634e r9634f r9635a r9635b r9635c r9635d r9635e
r9635f
r9636
r9637a r9637b r9637c
r9637d r9637e r9637f r9637g r9637h r9637i r9637j
r9638
r9639a r9639b r9639c r9639d r9639e r9639f  r9639g
r9640a r9640b r9640c r9640d
r9641a r9641b r9641c r9641d r9641e r9641f r9641g r9641h r9641i r9641j r9641k
r9641l
r9642
r9643
r9644
r9645a r9645b r9645c r9645d r9645e r9645f r9645g r9645h r9645i r9645j r9645k
r9646
r9647
r9649
r9650a r9650b r9650c r9650d r9650e r9650f r9650g r9650h r9650i r9650j r9650k
r9650l r9650m
r9651a r9651b r9651c r9651d r9651e r9651f r9652
r9653
r9654a r9654b r9654c r9654d r9654e r9654f
r9655
r9656a r9656b r9656c r9656d r9656e r9656f r9656g r9656h r9656I r9656j r9656k
r9656l r9656m r9656n r9656o r9656p r9656q r9656r r9656s r9656t
r9657
r9662a r9662b r9662c
r9668a r9668b;

 do i = 1 to 132;
      if var12 (i) in (61, 62, 63, 99) then rvar12 (i)=.N;
      else rvar12 (i) = var12 (i);
end;

/*Rvars already created in rvar12*/
/*Collapsing Q51, Q55, & Q57 rvars from a 5 level satisfaction scale to a 3
level scale */
/*with 3 levels 2 = dissatisfied, 3 = neither, 4 = satisfied*/
array rvar13 r9651a r9651b r9651c r9651d r9651e r9651f
r9655
r9657;
do over rvar13;
if rvar13 = 1 then rvar13 = 2;
      else if rvar13 = 5 then rvar13 = 4;
end;

/*Creatd new rvars for Q26, Q27, &Q 28 with 3 category response scales with
values of 2, 3, 4*/
array var14 (14)  eq9626a eq9626b eq9626c eq9626d eq9626e eq9626f eq9626g
eq9626h
eq9627a eq9627b eq9627c eq9627d eq9627e
eq9628;
array rvar14 (14) r9626a r9626b r9626c r9626d r9626e r9626f r9626g r9626h
r9627a r9627b r9627c r9627d r9627e
r9628;
do i = 1 to 14;
      rvar14 (i) = var14 (i);
      if var14 (i) = 1 then rvar14 (i) = 2;
```

```
      else if var14 (i) = 5 then rvar14 (i) = 4;
end;

/*Rvars already created in array rvar12.  This step collapses rvar for Q43 &
Q49*/
/* into the following time categories: 1= < 1 week, 2 = 1 week to <3 months,
*/
/*4 = 3 months to <6 months, 5=6 or more mns*/
array rvar15 r9643 r9649;
do over rvar15;
      if rvar15 = 3 then rvar15 = 2;
      else if rvar15 in (6, 7) then rvar15 = 5;
end;

/*Creates 3-category rvar for Q25 from the original 5-category extent scale*/
/*Collapsing is parallel to SHS*/
/* 3 categories are:  1 = Not at all, 3 = Small/moderate extent, 5 =
Large/very lge ext*/
array var16 (4) eq9625a eq9625b eq9625c eq9625d;
array rvar16 (4) r9625a r9625b r9625c r9625d;
do i =1 to 4;
*     rvar16 (i) = var16 (i);
      if rvar16 (i) =  2 then rvar16 (i) = 3;
      else if rvar16 (i) = 4 then rvar16 (i) = 5;
end;

/*Creates rvar for Q78 and Q79 which drops 67s from analysis */
array var17 (11) eq9678
eq9679a eq9679b eq9679c eq9679d eq9679e eq9679f eq9679g eq9679h eq9679i
eq9679j;
array rvar17 (11) r9678
r9679a r9679b r9679c r9679d r9679e r9679f r9679g r9679h r9679i r9679j;
do i = 1 to 11;
      rvar17 (i) = var17 (i);
      if rvar17 (i) = 67 then rvar17 (i) = .N;
end;

/*Rvars already created in array rvar12.  This step collapses 5-category*/
/* extent scale in accordance with SHS for Q40, Q62, Q68*/
/* creates 3 categories with 1 = Not at all, 3 = Small/moderate extent, 5 =
Large/very lge ext*/
array rvar18 r9640a r9640b r9640c r9640d
r9662a r9662b r9662c
r9668a r9668b;
do over rvar18;
      if rvar18 =  2 then rvar18 = 3;
      else if rvar18 = 4 then rvar18 = 5;
end;

/*Rvars created in this step and a  5-category extent scale collapsed */
/* in accordance with SHS for Q61 & Q67.  Keep don't knows.*/
array var19 (12) eq9661a eq9661b eq9661c eq9661d eq9661e eq9661f eq9661g
eq9661h
eq9667a eq9667b eq9667c eq9667d;

array rvar19 (12) r9661a r9661b r9661c r9661d r9661e r9661f r9661g r9661h
r9667a r9667b r9667c r9667d;
do i = 1 to 12;
rvar19 (i) = var19 (i);
      if rvar19 (i)=  2 then rvar19 (i)= 3;
      else if rvar19 (i) = 4 then rvar19 (i)= 5;
end;
```

```
/*Creating second version of question Q77 excluding those who answered NA to
Q78*/
      r9677= eq9677;
      if eq9678 = 67 then r9677 = .N;

/*Rvars created in array rvar19*/
/*This step assigns dont knows in Q61 & Q67 a code of 0 so that order and
presentation */
/* will be closer to the desired final output*/

array rvar20 r9661a r9661b r9661c r9661d r9661e r9661f r9661g r9661h
r9667a r9667b r9667c r9667d;
do over rvar20;
      if rvar20 = 99 then rvar20 = 0;
end;

* 899 cases said not report to military in Q47 but appeared
  inconsistent with Q48.  432 of these remain inconsistent
  after the following edit which says if the person only
  marked no or gave no response in Q48 that this is consistent
  with a no report to military in Q47. ;

array S48 (8) eq9648a eq9648B eq9648C eq9648D eq9648E eq9648F eq9648G eq9648H
;
array R48 (8) R9648a  R9648B  R9648C  R9648D  R9648E  R9648F  R9648G  R9648H ;
do i = 1 to 8 ; R48 (i) = S48 (i) ; end ;
if eq9647sk = 3 and eq9648a in (., 1)
      and eq9648b in (., 1)
      and eq9648c in (., 1)
      and eq9648d in (., 1)
      and eq9648e in (., 1)
      and eq9648f in (., 1)
      and eq9648g in (., 1)
      and eq9648h in (., 1)
      then do i = 1 to 8 ; R48 (i) = 1 ; end ;

array RR48 R9648A  R9648B  R9648C  R9648D  R9648E  R9648F  R9648G  R9648H ;
do over RR48;
      if RR48 in (61, 62) then RR48=.N;
end;

* 138 cases marked Q56A to indicate that they had reported all of the one
situation discrimination or harassment to someone in Q48 BUT went on to mark
some reason in Q56B-Q56T that they had not reported everything -
the following recode creates a recoded variable r9656a in which these
cases are recoded as not marking Q56A ;

if eq9656sk = 3 then r9656a = 1 ;

/*creating rvars for Q71 and Q72 in which respondents without training are
recoded to missing*/
array var21 (2) eq9671 eq9672;
array rvar21 (2) r9671 r9672;
do i =1 to 2;
    rvar21(i) = var21(i);
    if eq9670 = 1 then rvar21(i)=.;
end;

/*getting rid of 64s for question 56b-56t*/
/* R var already created in rvar12.  Getting rid of 64s for question 56b-56t*/
array rvar22 r9656a r9656b r9656c r9656d r9656e r9656f r9656g r9656h r9656i
r9656j r9656k
r9656l r9656m r9656n r9656o r9656p r9656q r9656r r9656s r9656t;
```

```
do over rvar22;
if rvar22 = 64 then rvar22=.;
end;

 /* R var already created in rvar12.  Getting rid of 65s for questions 54
&55*/
array rvar23 r9654a r9654b r9654c r9654d  r9654e r9654f r9655;
do over rvar23;
if rvar23 = 65 then rvar23 = .;
end;
array last xcrace xsvc xpg xsex supreth spreth famreth1 famreth2  yos xcpay3
xcpay4 yloc
xcloc10a xcloc10b r9636a r9636b
r9629aa -- r9630z
dodoff dodthrt comoff comthrt famdod famcom
assign eval services testscr punish fears
othdisc incident inc_fam inc_ms inc_cs inc_s
t9633a -- t9637j what where1 who flag32
r9633a -- r9668b
r9626a -- r9626h
r9627a -- r9627e
r9628
r9643 r9649
r9625a -- r9625d
r9661a -- r9661h
r9667a -- r9667d
r9677
r9678
r9679a -- r9679j
inc32 rsrhispa rsrrace xpopgrp1;
if srsex = .b then do over last;
last=.b;
end;

***************COLLAPSING VARIABLES FOR THE EOS REPORT*****************;
******This array collapses values of 2-4 for question 45*******;

array var30 (11) r9645a r9645b r9645c r9645d r9645e r9645f  r9645g
                 r9645h r9645i r9645j r9645k;
array tvar30 (11) t9645a t9645b t9645c t9645d t9645e t9645f  t9645g
                  t9645h t9645i t9645j t9645k;
do i=1 to 11;
     if var30(i) in (2, 3, 4) then tvar30(i) =5;
     else tvar30(i) = var30(i);
end;

***Values: 1=No, I did not do this, 5=Yes, I did this ***;


*****This array creates an rvar for questions 64 & 65 and collapses ***;
*********** values 2-4 for questions 64 and 65************************;

array var31 (2) eq9664 eq9665;
array rvar31 (2) r9664 r9665;

do i=1 to 2;
     if var31(i) in (2, 3, 4) then rvar31(i) =5;
      else rvar31 (i)=var31 (i);
end;

/*Values 1=No, not seen it 5=Happened to me/others*/

/*This array creates an rvar for question 73 in which values of 2 & 3 are
```

```
collapsed*/

array var32 (12) eq9673a eq9673b eq9673c eq9673d eq9673e eq9673f
                 eq9673g eq9673h eq9673i eq9673j eq9673k eq96731;
array rvar32 (12)r9673a r9673b r9673c r9673d r9673e r9673f
                 r9673g r9673h r9673i r9673j r9673k r96731;
do i=1 to 12;
      if var32(i) in (2, 3) then rvar32(i) = 4;
      else rvar32(i) = var32(i);
end;
/*Values 1=Better as a civilian 4=No diff/better in mil*/

**************************VARIABLE LABELS*****************************;
label dodoff  = 'Offensive Encounters - DoD';
label dodthrt = 'Threat/Harm - DoD';
label comoff = 'Offensive Encounters - Community';
label comthrt = 'Threat/Harm - Community';
label famdod = 'Family Encounters/Threats - DoD';
label famcom = 'Family Encounters/Threats - Community';
label assign = 'Assignment/Career';
label eval = 'Evaluation';
label services = 'Services discrimination';
label testscr = 'Training/Test Scores';
label punish = 'Punishment';
label fears = 'Fear';
label incident = 'Any Incident';
label inc_fam = 'Member/Family Incident';
label inc_ms = 'Member Incident - DoD';
label inc_cs = 'Member Incident - Community';
label inc_s = 'Member Incident';
label othdisc = 'Member/Family Other Exps';
label inc32 = 'Resp - Any Incident';
label R9648A   = 'Rptd sit to: immediate supervisor' ;
label R9648B   = 'Rptd sit to: someone in chain of command'  ;
label R9648C   = 'Rptd sit to: supv of person who did it' ;
label R9648D   = 'Rptd sit to: mil law enfrcmnt official' ;
label R9648E   = 'Rptd sit to: spcl mil offc for complaint' ;
label R9648F   = 'Rptd sit to: Inspector General office' ;
label R9648G   = 'Rptd sit to: Judge Advocate General offc' ;
label R9648H   = 'Rptd sit to: othr instlltn/svc/DoD' ;
label R9656A   = 'Rsns not rptd:DNA, did report to instltn' ;
label xsvc = 'Service';
label xpg = 'Paygrade';
label xcpay3 = '3-category paygrade';
label xsex = 'Gender';
label xcrace = 'Analytic Race Var';

**************************END OF DATA STEP****************************;

format xcloc10a xcloc10c. xcloc10b xcloc10d. r9636a rloc36c.
r9636b rloc36d. xcpay3 pay2fmt. xcrace xcrsud. spreth xcr. yos yosfmt. yloc
ylocfmt. xsex ed2sex. xsvc ed2svc. famreth1 fam1fmt. famreth2 fam2fmt.
incident exper. inc_s exper. inc_cs exper. inc_ms exper. inc_fam exper.
othdisc exper. comoff exper. comthrt exper. dodoff exper. dodthrt exper.
famdod exper. famcom exper. assign exp2fmt. eval exp2fmt. testscr exp2fmt.
punish exp2fmt. services exp2fmt. fears exp2fmt. r9629aa exper. r9629ab exper.
r9629ac exper. r9629ad exper. r9629ae exper. r9629af exper. r9629ag exper.
r9629ah exper. r9629ai exper. r9629aj exper. r9629ak exper. r9629al exper.
r9629am exper. r9629an exper. r9629ao exper. r9629ba exper. r9629bb exper.
r9629bc exper. r9629bd exper. r9629be exper. r9629bf exper. r9629bg exper.
r9629bh exper. r9629bi exper. r9629bj exper. r9629bk exper. r9629bl exper.
```

```
r9629bm exper. r9629bn exper. r9629bo exper. r9625a extfmt. r9625b extfmt.
r9625c extfmt. r9625d extfmt. r9626a sat1fmt. r9626b sat1fmt. r9626c sat1fmt.
r9626d sat1fmt. r9626e sat1fmt. r9626f sat1fmt. r9626g sat1fmt. r9626h
sat1fmt. r9627a agre1fmt. r9627b agre1fmt. r9627c agre1fmt. r9627d agre1fmt.
r9627e agre1fmt. r9628 like1fmt. r9630a exp2fmt. r9630b exp2fmt. r9630c
exp2fmt. r9630d exp2fmt. r9630e exp2fmt. r9630f exp2fmt. r9630g exp2fmt.
r9630h exp2fmt. r9630i exp2fmt. r9630j exp2fmt. r9630k exp2fmt. r9630l
exp2fmt. r9630m exp2fmt. r9630n exp2fmt. r9630o exp2fmt. r9630p exp2fmt.
r9630q exp2fmt. r9630r exp2fmt. r9630s exp2fmt. r9630t exp2fmt. r9630u
exp2fmt. r9630v exp2fmt. r9630w exp2fmt. r9630x exp2fmt. r9630y exp2fmt.
r9630z exp2fmt. r9632 r32fmt. r9640a discmfrt. r9640b discmfrt. r9640c
discmfrt. r9640d discmfrt. r9643 r4349fmt. r9649 r4349fmt. r9651a sat1fmt.
r9651b sat1fmt. r9651c sat1fmt. r9651d sat1fmt. r9651e sat1fmt. r9651f
sat1fmt. r9655 sat1fmt. r9657 sat1fmt. r9661a extfmt. r9661b extfmt. r9661c
extfmt. r9661d extfmt. r9661e extfmt. r9661f extfmt. r9661g extfmt. r9661h
extfmt. r9662a extfmt. r9662b extfmt. r9662c extfmt. r9667a extfmt. r9667b
extfmt. r9667c extfmt. r9667d r9668a extfmt.  r9668b extfmt. r9677 r7778fmt.
r9678 r7778fmt. r9679a r79fmt. r9679b r79fmt. r9679c r79fmt. r9679d r79fmt.
r9679e r79fmt.  r9679f r79fmt. r9679g r79fmt. r9679h r79fmt. r9679i r79fmt.
r9679j r79fmt. inc32 t9645a t45fmt. t9645b t45fmt. t9645c t45fmt. t9645d
t45fmt. t9645e t45fmt. t9645f  t45fmt. t9645g t45fmt. t9645h t45fmt.
t9645i  t45fmt. t9645j t45fmt. t9645k  t45fmt. r9664 r64fmt. r9665 r64fmt.
r9673a r73fmt. r9673b r73fmt. r9673c r73fmt. r9673d r73fmt. r9673e r73fmt.
r9673f r73fmt. r9673g r73fmt. r9673h r73fmt. r9673I  r73fmt. r9673j r73fmt.
r9673k r73fmt. r9673l r73fmt.;

/***  Outputting the 6.04 data set   ***/

proc sort data=temp out=out604.eos_s2;
  by vstrat dmdc_id;
run;

/***  Writing SUDAAN(r) readable formats to the file "level.ssd"  ***/

proc format library=library cntlout=lib604.level;
run;

/***  Outputting the 6.12 data set   ***/

data in.eos2;
     set out604.eos_s2;
format xcloc10a xcloc10a. xcloc10b xcloc10b. r9636a rloc36a.
r9636b rloc36b. xcpay3 payfmt. xsex edsex. xsvc edsvc. xcrace xcr.;
run;
```

Item EQ9632 Inconsistencies and Special Codes

Codes 11-13. Definition: These codes represent cases in which respondents did not indicate experiencing any of the racial/ethnic harassment or discrimination referenced in Questions 29 through 31, yet did mark a value of 1, 2, or 3 for Question 32 (*No; Yes, some of it; Yes, all of it,* respectively). Consequently, their response for Question 32 was *inconsistent* with their responses for Questions 29 through 31. To track this inconsistency, values of 1, 2, and 3 on Question 32 (i.e., EQ9632) in these cases were recoded to values of 11, 12, and 13, respectively. There were 1705 of these cases.

Decision/Recommendation: Respondents with a code of 11 through 13 for EQ9632 were assigned to missing (.N) on a newly constructed variable (i.e., R9632) that was created to analyze

DoD/Service responsibility to prevent racial/ethnic harassment and discrimination. Subsequent edits for the questions dealing with members' most bothersome situation (i.e., Questions 33 to 57) dropped respondents who had a code of 11 through 13 for EQ9632 if they did not meet each of the following criteria: (a) had at least one valid value (1 or 2) for EQ9633A through EQ9633N indicating the type of bothersome situation experienced, (b) had at least one valid value (1 or 2) for EQ9634A through EQ9634F indicating where or to whom the situation occurred, and (c) had at least one valid value (1 or 2) for EQ9637A through EQ9637J describing the person(s) committing the harassment or discrimination. There were 1170 cases that did not meet these criteria and were dropped. Cases that did not meet these three criteria were assigned to .N for Questions 33 through 57 (i.e., R9633A to R9657). This added 535 cases to the analyses of Questions 33 through 57.

Implied continuations (.M). There were 2,472 cases (6.2% of all eligible responses) in which respondents chose *doesn't apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity* for Question 32 and also had at least one non-missing response for Questions 33 through 57. These cases are defined as 'implied continuations' for EQ9632.

Decision/Recommendation: In order to retain the most usable information, implied continuations (coded as .M) on EQ9632 were handled in several different ways on the items that dealt with members' most bothersome situation (i.e., EQ9633A to EQ9657). These cases were retained in the analyses of Questions 33 through 57 if the respondent (a) had at least one valid value (1 or 2) for EQ9633A through EQ9633N, (b) had at least one valid value (1 or 2) for EQ9634A through EQ9634F, and (c) had at least one valid value (1 or 2) for EQ9637Athrough EQ9637J. Implied continuations were assigned a code of 61 for Questions 33 through 57 (EQ9633A to EQ9657) when the respondent did *not* indicate having any experience of harassment or discrimination in Questions 29 through 31 which occurred because of race/ethnicity, and did *not* have at least one valid value in each of the three questions listed above (i.e., Questions 33, 34, and 37). Implied continuations were assigned to a code of 62 for Questions 33 through 57 (EQ9633A to EQ9657) when the respondent indicated having at least one of the experiences of harassment or discrimination in Questions 29 through 31 which occurred because of race/ethnicity and did *not* have at least one valid value in each of the three questions listed above (i.e., Questions 33, 34, and 37).

Code 61. Definition: Respondents were assigned a code of 61 for EQ9632 if they marked *does not apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity* and they had not indicated that any of the experiences referenced in Questions 29 through 31 occurred because of their race/ethnicity. Therefore, their response to Question 32 is *consistent* with responses to Questions 29 through 31.

Decision/Recommendation: These cases represent respondents who did not indicate experiencing any of the harassment or discrimination referenced in Question 29 through 31, and therefore were instructed to skip Questions 33 through 57. All respondents with a code of 61 for

Question 32 were assigned to missing (.N) for R9632 and were assigned to missing (.N) for Questions 33 through 57 (i.e., R9633A to R9657).

Code 62. Definition: This code represents cases in which respondents marked "*Does not apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity*" for EQ9632 but also indicated in Questions 29 through 31 that they had an harassment or discrimination experience. Thus, their response to Question 32 is *inconsistent* with their responses to Questions 29 through Question 31.

Decision/Recommendation: All respondents with a code of 62 for Question 32 were assigned to missing (.N) for R9632 and were assigned to missing (.N) for Questions 33 through 57 (R9633A to R9657).

Items EQ9634-EQ9657 - Inconsistencies and Special Codes

Code 63. Definition: This code was assigned for EQ9649 through EQ9655. It represents cases in which the most bothersome situation experienced by the respondent was *not* reported to an individual or organization within the installation/Service/DoD and was assigned, if the respondent had answered none of the items from EQ9648A through EQ9648H.

Decision/Recommendation: All cases with a 63 were excluded from the analyses of EQ9649-EQ9655.

Code 64. Definition: This code was assigned only to EQ9656B-EQ9656T and represents the 2,993 cases in which the respondent reported all of the discrimination/harassment to an installation official or organization (i.e., made a mark for EQ9656a) *and* made no marks for EQ9656B-EQ9656T. Therefore, individuals assigned a code of 64 responded *consistently* to EQ9656Aand EQ9656B-EQ9656T.

However, the frequency distribution for EQ9656a alone indicates that 3,131 respondents made a mark indicating that they reported all discrimination/harassment incidents to an installation/Service/DoD individual or organization (irrespective of their responses for EQ9656B-EQ9656T). The difference (3,131-2,993=138) represents respondents who *inconsistently* responded by marking EQ9656A and also making some mark for EQ9656B-EQ9656T.

Decision/Recommendation: All cases with a 64 were excluded from the analyses of EQ9656B-EQ9656T. For the 138 cases where the response to EQ956a was inconsistent with responses to EQ9656B-EQ9656T, the value of EQ9656A was recoded to a value of 2 (i.e., no mark).

Code 65. Definition: This code was used for EQ9654A-EQ9654F and EQ9655. It was assigned if: (a) the respondent indicated in EQ9653 that action on the complaint was still being

processed (value of 2) and (b) the respondent was assigned missing (-9) for EQ9654A-EQ9654F. There were 328 such cases.

***Decision/Recommendation*:** All cases with a 65 were excluded from the analyses of Questions 54 and 55.

Code 66. Definition: This code is assigned to the 9,852 respondents who indicated that they had received no training during the last year on racial/ethnic equal opportunity issues (value of 1 for EQ9670) and who then skipped EQ9671 and EQ9672, as instructed.

Decision/Recommendation: These respondents were excluded from analyses of EQ9671 and EQ9672.

Appendix J

Report Documentation Page

REPORT DOCUMENTATION PAGE

Form Approved
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Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters, Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

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13. ABSTRACT (*Maximum 200 words*)

This report documents survey development, survey administration procedures, and the datasets for the Armed Forces 1996 Equal Opportunity Survey (EOS). The target population for the EOS consisted of active-duty Army, Navy, Marine Corps, Air Force, and Coast Guard members (including Reservists on full-time duty) below the rank of admiral or general, with at least six months of service. The survey's items can be grouped broadly into several categories: workplace and job satisfaction; career issues; types, frequency, and effects of personal and work experiences related to race/ethnicity; use of and satisfaction with the complaints process and outcomes; opinions about personnel policies and programs; interpersonal relations of service members from different races/ethnicities; and members' views of EO in the military now, 5 years ago, and in the civilian sector. Data collection was by mail starting August 1996 to a stratified random sample of 76,754 service members. Usable surveys were completed by 39,855. After making adjustments for eligibility and differential sampling rates across subgroups, the response rate was 53%. Responses were weighted to population totals, adjusting for differential sampling and response rates in demographically homogenous groups. Survey results, sampling design, estimation procedures, and missing data compensation procedures are reported elsewhere.

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survey administration

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